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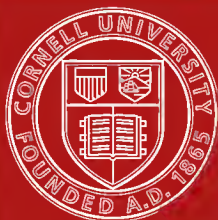
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WAGES IN FOREIGN COUNTRIES

RESEARCH REPORT NUMBER 53

AUGUST, 1922

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National Industrial Conference Board

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Foreword

THE present report on wages in leading European countries supplements the study of wages in Great Britain, France and Germany, published as Research Report No. 40. The present study brings the information presented in the preceding report forward to the latest date for which material is available. It covers a greater number of European countries and a greater variety of occupations than did the former study. All available official sources of information have been used, and the Board had also the advantage of receiving special information direct from important private industrial sources abroad. In the present report the wage data given have been translated into American values in terms of exchange rates prevailing at the time when the wage figures given were current, thus affording a fair picture of foreign wage conditions in terms of American currency. It must be noted, however, that such a picture does not represent the purchasing power of the foreign wage rates in the respective countries, because of the unstable economic conditions and the inflation of currencies in those countries. It must therefore be used in comparison with American wage conditions with great care and with due regard for other economic factors which play a large part in the differences among manufacturing conditions in the various countries in question.

In view of the tariff revisions now under consideration by Congress, involving the difficult question as to the extent to which American manufacturers are affected by lower costs in foreign industrial countries, it is felt that the present report is of especially timely interest.

10/13/48 Rothman

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Wages in Foreign Countries

INTRODUCTION

The purpose of this present report is to present information in regard to wage trends and current wage rates in important European industrial countries. It traces changes in wages from the end of 1920 to the beginning of 1922, and supplements a previous publication of the National Industrial Conference Board,¹ which traced the course of wages from 1914 through the period of war inflation up to the end of 1920. In general, the first report covered a period of inflation in wages, while the present one deals with the succeeding period of deflation.

In addition to Great Britain, France and Germany, which were included in the earlier report, rates have been quoted for Sweden, Italy, Belgium, Switzerland, and Austria, where the data have seemed of value. The industries covered are: building; mining; metal; textile; clothing; leather; sand, clay and glass products; chemical; paper, printing and bookbinding; woodworking; and foodstuffs.

Very few national investigations of wage rates or earnings have been undertaken in foreign countries. The material for the most part is, therefore, in the form of wage rates for specified occupational groups in particular localities as contained in the reports of collective agreements between national or local associations of employers and workpeople published in official reports and trade journals. In all cases agreements of the latest date available have been quoted, many of which are still in effect.

The chief sources of the material are:

- (1) The official government reports of the respective countries, chiefly of the Ministries of Labor;
- (2) The bulletins of the International Labour Office at Geneva;
- (3) Foreign consular representatives in New York;
- (4) European trade journals, and trade association journals;
- (5) United States official publications;
- (6) Foreign industrial associations in correspondence with the National Industrial Conference Board.

In the previous report, wage figures were quoted in terms of foreign money, with a conversion into American currency

¹National Industrial Conference Board, "Wages in Great Britain, France, and Germany," Research Report No. 40, New York, August, 1921.

at par rate, and also at the average rate of exchange for the year from April, 1920 to April, 1921. In the present case wages are converted into American money at the rate of exchange current at the time the wage agreement was made, or when the wage was paid. Owing to the wide fluctuations in foreign exchanges in the past two years, particularly in the case of Germany, the conversion at par of exchange has not seemed of significance, and has, therefore, been omitted. A statement of exchange at par noted at the head of each table will indicate roughly the normal value of the wage in terms of United States currency.

Rates vary widely from place to place in any country, due to local conditions or methods of wage adjustment, and no standard occupational nomenclature exists. An attempt has been made, therefore, to select data sufficiently representative to show the range of rates by localities and by occupational groups within an industry. Quotations are made in their original form, that is, as hourly, daily or weekly rates, or as actual earnings, as the case may be.

It must be remembered in using the tables that only rough comparisons may be made between wages in various foreign countries, and between foreign and American wages. First, differences in the dates of the wages quoted make them incomparable in a period when there is a continual fluctuation in internal purchasing power and foreign exchange, and frequent readjustment in rates. Second, there is a wide variation in the amounts paid according to the locality. In very few cases are averages sufficiently inclusive to be representative of conditions in an entire industry. Third, wage rates cannot be compared with earnings. United States wage figures are generally in terms of average earnings while European wage data are expressed in rates.

Even with full appreciation of the qualifications in the material as stated above, one can draw conclusions regarding the relative cost of production in various countries only with caution. It should be recognized that wages represent but one element in production, and that the importance of this element varies among industries in different countries and establishments in the same country, according to the differences in working conditions and working methods, and the character and capacity of the workers.

I

THE GENERAL WAGE SITUATION IN EUROPE

Great Britain

In this country the year 1921 represents a period of retrenchment in industry. Extensive economic depression resulted in serious unemployment, curtailment of hours, and drastic wage reductions. Under the system of unemployment insurance whereby male and female workers receive 20 shillings and 16 shillings respectively per week during 15 weeks of unemployment, out of approximately 12,000,000 workpeople registered for insurance, 15.2% were drawing benefit at the end of February, and 14.6% at the end of March, 1922.¹

In summarizing the wage situation between 1914 and 1922 the *Labour Gazette* for March, 1922 says:²

"From the details given it will be evident that both the actual amounts of increase and the corresponding percentages on pre-war rates continue to show a wide diversity among different classes of workers. In some cases, e.g., in the coal mining industry in certain districts, the increases up to the end of February, 1922, were equivalent to not more than 20% on the pre-war rates. On the other hand, in some other cases, particularly among the lower-paid grades of workmen in some industries, they were equivalent to as much as 150% on pre-war rates, and there were some exceptional instances of increases equivalent to 200% or more. The information in the possession of the Department is not sufficiently complete to enable the average percentage increase for all industries and occupations to be calculated exactly, but it is estimated that at the end of February, 1922, *weekly full-time rates of wages* of adult workpeople, in the industries for which particulars are available, were approximately 100% above the pre-war rates. As the length of the normal working week had been considerably reduced in the same period, the usual range of full-time working hours in industry generally being about 44 to 48 weekly at the end of February, 1922, as compared with 48 to 60 before the war, the percentage increase in hourly rates of wages would be substantially greater. At the end of 1920, shortly before the decline in wages began, the increase on pre-war rates in the same industries is estimated to have been about 170% or 180%. The average reduction in rates of wages from the beginning of 1921 until the end of February, 1922, therefore, would appear to have been equivalent to between 25% and 30% of the rates current at the former date.

"It should be remarked, however, that the information regularly collected by the Department as to changes in rates of wages relates mainly (though not exclusively) to changes arranged as the result of action by organized bodies of employers and workpeople. Many changes not of a general character do not come to the notice of the Department, and in some industries, therefore, the particulars available for

¹Great Britain. Ministry of Labour. *Labour Gazette*, April, 1922, p. 155.

²*Ibid.*, March, 1922, p. 109.

December, 1920 and February, 1922, may fall short of indicating the full amount of the increase in rates of wages as compared with July, 1914. On the other hand, it appears probable that the increases in wages in industries in which the workers are well organized may have been greater, on the whole, than in unorganized trades, and as the latter are not adequately represented in the available statistics, the figure of about 100% suggested by the Department's information as representing the average rise in rates of wages since 1914 may possibly be somewhat in excess of the true average for all industries.

"It should also be observed that the foregoing particulars relate to rates of wages for full time, and that no account has been taken of the widespread loss of earnings which is now being caused by unemployment and short-time working, or of the effects of increased or reduced exertion on the earnings of workpeople paid at piece rates of wages."

Wage reductions in most cases have been made in accordance with the official cost of living index number. The peak of commodity prices was reached in November, 1920, when the increase over July, 1914 amounted to 176%. By April 1, 1922 the increase over the pre-war level was 82%.

In comparison with the changes in the internal purchasing power of the pound sterling, it is interesting to note the variation in the exchange value in terms of dollars. The pound rose from \$3.58 in July, 1921 to \$4.40 in March, 1922. Thus the downward movement of the wages curve is more marked when expressed in pounds than in dollars. In some cases where there has been a decrease, the wage expressed in terms of American currency will show an increase. The wages of engineers illustrate this point, as can be seen in the following table:

Occupation	Wage, Dec., 1920	Wage, Feb., 1922	Increase or Decrease	
			Shillings	Dollars
Fitters and turners.....	89 shillings, 6 pence or \$15.81	73 shillings, 6 pence or \$16.13	-17.9%	+2%

France

Practically no recent data are available regarding current rates, or regarding changes in rates during the latter part of 1921 and the first three months of 1922. At intervals of five years since 1896 the General Statistical Office of the Ministry of Labor of France, has made a study of average rates in important industries in representative industrial districts. Such studies are valuable as showing the trend of wages over

long periods, and the 1921 investigation was considered fairly indicative of wage levels of the present time, since labor conditions in France have been comparatively stable. As far as can be ascertained, the general tendency still prevails in French industries to maintain without modification the basic pre-war wage rates, and to make necessary increases in the form of bonuses for the high cost of living, or premium bonuses.

In wage comparisons in France it should be remembered that the 10-hour standard workday was changed by law to 8 hours during 1919. This explains why the increase in hourly wages amounted to 500% between 1911 and 1921, while daily wages increased only 400%. As in other countries there was a tendency during that time to increase the low-paid workers more than those drawing higher wages. An average of 38 male professions and 7 female showed average actual wages in Paris, and in cities outside of Paris during the early part of 1921 to be as follows:¹

	Hourly		Percentage of Increase, 1911-1921	Daily		Percentage of Increase, 1911-1921
	Francs	Dollars (Exchange 2nd Quarter, 1921)		Francs	Dollars (Exchange 2nd Quarter, 1921)	
Men						
Paris.....	3.43	.275	323	27.52	2.203	254
Outside Paris..	2.31	.185	402	18.92	1.515	310
Women						
Paris.....	2.00	.160	388	16.00	1.281	290
Outside Paris..	1.17	.094	409	9.44	0.756	312

Since wages in many French industries are adjusted automatically according to changes in the cost of living, it is interesting to note the general trend of the latter. During 1921, prices of the several main items entering into the cost of living in Paris decreased about 12%, while the cost of food alone decreased approximately 21%; in 310 towns the average decrease in food prices was about 19%. By December, 1921, the increase over July, 1914 amounted to 197% for all budget items and 223% for food in Paris; and 249% for food in the 310 towns.²

¹France. Ministère du Travail. *Bulletin de la Statistique Générale de la France*, July, 1921, p. 342.

²International Labor Office. *International Labour Review*, May, 1922, pp. 772-773.

Belgium

Practically no recent wage data are available for Belgium, as far as can be ascertained. Since wages in most industries are adjusted in accordance with changes in the cost of living, it is probable that they have followed the same general trend. The retail cost of certain common commodities by October, 1920, had increased about 377% above 1914. Between that time and March, 1922, the decrease amounted to about 22%, leaving prices 271% above April, 1914.¹

Sweden and Norway

Wages in Sweden are negotiated either nationally or locally between employers' associations and trade unions. National agreements generally classify wages in "ortsgrupper," or district wage groups, calculated according to the cost of living in the different localities. Extensive studies of retail prices of the important items which enter into the workingman's budget in representative localities are made by the Government. According to information received from the Swedish Ministry of Labor, "At present all state employees as well as many employees in the local service of the great towns are paid according to a sliding scale, conceived after different systems and based upon the index of the cost of living calculated by the Social Board."²

The year 1921 was a period of deflation in wages from their high point in 1920. It has been estimated that the approximate decrease amounted to 19% up to October 1, 1921, while the cost of living declined about 18% from October, 1920 to October, 1921. Between October, 1921 and April, 1922 there was a further decline in cost of living of about 16%, or a total fall of about 31% from the peak of high prices.³ In April, 1922, the cost of food in 40 towns was 82% above the retail price level of 1914, while the combined budget had increased 95%.

General labor conditions, according to the Swedish Government view,⁴ are very depressing. Early in March, 1922, the number of unemployed was estimated to exceed 160,000, of whom about 90,000 were supported by the States, being in receipt of State relief or engaged on relief works. According

¹Belgium. Ministère de l'Industrie et du Travail. *Revue du Travail*, April, 1922, p. 539.

²By letter.

³Sweden. Department for Social Affairs. *Sociala Meddelanden*, 1922, No. 5, p. 428.

⁴International Labor Office. *Industrial and Labour Information*, April 7, 1922, p. 16.

to Royal proclamation in force, State relief was obtainable only by unemployed who could not be given "suitable opportunity to support themselves by their own work." Since 1915 the rule had been adopted that workers should be regarded as "involuntarily unemployed" who refused to accept work at lower rates of wages than those laid down by collective agreement, or at unreasonably low wages. Difficulties in determining what were "reasonable" wages, coupled with the fact that collective agreements for most trades had expired and were not renewed, increased the complexity of the situation.

By ten important national agreements, to be in effect to the end of 1922, successive reductions in wages were arranged to take place amounting in all, in the coal industry to 43%; in small-scale glass manufacturing, 45%; bookbinding, 35%; lithographic and printing trades, 35%; textiles, 40%; tanning, 29% to 38%; in shoe factories, 26% to 28% in men's hourly wages and 33% to 34% in women's, with the reductions in piece rates slightly more; glove-making, 35%; chemical-technical, 30%; match industry, 30% in piece and time rates.¹

The Swedish crown rose in value from \$.210 to \$.262 between January 1, 1921 and April 1, 1922, or approximately 25%.

In connection with Swedish wages, some mention of Norwegian rates may be of interest. Very few current rate schedules are available for the latter country. The Norwegian Employers' Federation, however, has made a survey of the trend of average rates in three large industrial groups, from the pre-war period to November, 1921, from which the following tabulation is quoted. According to these figures the highest wages were paid in November, 1920. During the succeeding year the decline in rates for men amounted to 3% in shoe-making; 6.9% in mining; 20.6% in cellulose manufacture; 16.6% in canning; 20.6% in textiles, etc. The total percentage increase over 1914 in men's wages ranged from 219% for lithographers to 412% for brewers; in women's wages from 234% in canning to 590% in brewing. In most cases women's wages show a greater rise during the period covered by the study than those of men. Average hourly rates for men and women in representative industries in 1914 and in November, 1921 were as follows:²

¹Swedish Board of Trade. *Ekonomisk översikt*, Stockholm, February, 1922, p. 53-56.

²Norsk Arbeidsgiverforenings. "Løns- og arbeidsforholde i Norge i November, 1921 og tidligere." Unpublished study, December, 1921, pp. 27-28.

**AVERAGE HOURLY WAGE RATES IN NORWEGIAN INDUSTRIES,
1914-1921**

	1914		Nov., 1921	
	Crowns	Dollars (Par of Exchange)	Crowns	Dollars (Exchange Nov., 1921)
Export Industries				
Men:				
Mining.....	0.586	.157	2.015	.287
Pulp making.....	0.407	.109	1.943	.277
Cellulose.....	0.465	.125	2.039	.291
Paper.....	0.448	.120	1.998	.285
Electro-chemical.....	0.632	.169	2.045	.291
Women				
Paper.....	0.299	.080	1.255	.179
Other Industries				
Men				
Mechanical workshops....	0.565	.151	2.232	.318
Textiles.....	0.400	.107	1.720	.245
Shoe making.....	0.490	.131	2.337	.333
Brewing.....	0.445	.119	2.279	.325
Women				
Textiles.....	0.226	.061	1.078	.154
Shoe making.....	0.275	.074	1.399	.199
Brewing.....	0.267	.072	1.843	.263
Handwork Industries				
Men				
Bookbinding.....	0.583	.156	2.522	.359
Carpenters.....	0.579	.155	2.418	.345
Masons.....	0.679	.182	3.040	.433
Cabinet making.....	.....	....	2.138	.305
Women				
Bookbinding.....	0.319	.085	1.328	.189

In Norway, the increase in the cost of living between July, 1914 and November, 1921 amounted to 183%, and up to March, 1922, 157%. It seems from a comparison of the increase thus shown with the average rise in wages, that the position of the Norwegian workman in November, 1921 was somewhat better than before the war.

Switzerland

Wage rates in Switzerland are established by collective agreement between employers' associations and trade unions, or by individual agreement. Wage statistics are not collected extensively in Switzerland either officially or non-officially, although an official announcement indicates that wage statis-

tics will be published in the future. According to reports of strikes in the Bulletin of the Federal Labor Office at Berne,¹ wage reductions are being hotly contested, resulting mainly in compromise or acceptance of reduction. Among the trades in which decreases have taken place are building, metal, printing, textiles and clothing.² The cost of food, fuel and light reached its highest point in October, 1920, when, according to the index number of the Swiss Federation of Cooperative Societies, it was 162% above June, 1914. There was a decrease of about 36% up to April, 1922, at which time the increase was 67% over 1914. Inferences are that wage reductions have approximated this fall. The Federal Labor Office, in a new study of the cost of food alone, estimated that in April, 1922, the increase over 1914 was 62%.³

Italy

With the continued growth of the organization of labor, collective bargaining as a method of adjusting wages and working conditions has become practically universal throughout Italy. Wages are generally adjusted in the form of basic rates, hourly, daily, or weekly, plus a flat rate or percentage cost of living bonus. The bonus is generally revised quarterly in accordance with the rise or fall of the cost of living index computed by a specified municipal statistical office. There is a very wide range in the amounts of the rates paid, and the form of wage varies among industries, and in different localities.

Agreements summarized in the *Bolletino del Lavoro* indicated an upward trend in rates up to the beginning of the summer of 1921, when reductions began to take place. During the last three months of 1921 decreases took place in most of the important industries, amounting to approximately 10% in textiles, from 5% to 20% in the building trades, 10% to 20% in various metal establishments, and about 30% in mining. Some increases were still being reported, indicating that the upward movement of wages had not entirely ceased by the end of 1921. The cost of living index number for Rome rose intermittently during the year, and in December was 323% above 1914. The cost of food at this time was 358% above 1914 prices. The exchange value of the lira

¹Switzerland. Federal Labor Office (Berne). *Der Schweizerische Arbeitsmarkt*, May 15, 1922, p. 196.

²*Ibid.*, pp. 177-182.

³*Ibid.*, p. 205.

increased from 3.51 cents in January, 1921, to 5.23 cents in March, 1922, or about 49%.

Germany

In Germany, where both employers and workingmen are strongly organized, wages are generally fixed by either local or national collective agreements. All such agreements are registered with the Ministry of Labor and regularly published. Due to the constantly changing cost of living, wage rates are generally valid only for a period of one or two months, and sometimes for a shorter time.

During 1921 there was a continual rise in the cost of living, with a corresponding increase of wage rates. At the same time a steady depreciation of the mark took place. According to official estimates,¹ the rise in weekly wages in the Berlin metal trades between July, 1914 and February, 1922 in the case of single men, amounted to 1,067% for skilled workers, 1,075% for semi-skilled, 1,388% for unskilled. In the case of married men the increase was still greater, being 1,396% for the skilled, 1,424% for semi-skilled, and 1,844% for unskilled. Statistics issued by the Union of German Metal Workers at the end of 1920 show that, of 2,300,000 workers, about 63% were receiving wages 800% greater than those of 1914, about 36% from 500% to 800% greater than in 1914, and the remainder wages which had not increased so much as 500%. According to official index numbers of the cost of living, during 1921 and the first two months of 1922, there was an increase of 116% in the cost of food, and 111% in the cost of food, heat, light and rent in 47 towns, the total increase in February, 1922, over 1914 amounting to 2,627% for food alone, and 1,889% for the larger number of budget items. In Berlin, according to an authoritative estimate of the minimum subsistence cost of living, food increased 4,155%, and the entire budget 3,077% from July, 1914, up to April, 1922².

Between January, 1921, and February, 1922, the mark declined 69% in value, the total depreciation from par value being 98%.

Estimates of German statisticians and economists as to the changes in wages and the cost of living between 1914 and

¹Germany. National Statistical Department. *Wirtschaft und Statistik*, February, 1922, p. 120.

²International Labour Office. *International Labour Review*, June, 1922, pp. 948-994.

December, 1921 corroborate these statements.¹ In connection with a discussion of the tendency toward a leveling of wages between the skilled and unskilled, the average earnings of single adult chemical workers were cited as a typical example and estimated to have increased 1,411% in the case of the unskilled, and 1,023% in the case of skilled workmen between 1914 and the end of 1921. The earnings of the skilled worker in the Berlin chemical industry as compared with the minimum cost of living, or in other words, his "real wages," are given as follows:

Cost of Living = 100

	Spring, 1914	End of 1921
Single man.....	232	161
Man and wife.....	174	110
Family with one child.....	152	99
Family with two children.....	135	90

This authority further states:

"This tendency to equality is to be seen everywhere. For example, the salaries of higher salaried employees have not risen so much as those of the middle class salaried employees, and those of the latter not so much as the low salaried employees, so that today the general classes of salaried employees stand much closer to each other in earnings than before the war. The figures for salaries of government employees afford special evidence of this. If we compare the salaries of government employees, including appointed as well as lower, middle and higher officials as they were after the regulations of December, 1921, with those of the same classes before the war, we get the following picture, very characteristic of the change in German conditions:

CHANGES IN THE COMPARATIVE EARNINGS OF WAGE EARNERS AND SALARIED OFFICIALS IN BERLIN, 1913-1921

	1913	1921
Unskilled workers.....	100	100
Semi-skilled workers.....	125.2	103.4
Skilled workers.....	159.4	111.3
Lower officials.....	162.1	105.9
Middle officials.....	370.9	151.1
Higher officials.....	625.7	222.3

"As regards the division between 'capital' (or better, capital ownership) and labor, the share of the capitalist has become constantly smaller and that of the worker (in the broadest sense) constantly greater. According to the careful investigation made by Felix Deutsch, the well-known director of the A. E. G., covering 152 corporations, the gross income is divided as follows, at various periods:

¹Sombart, Werner. "German Standards of Living." Translated in *The New Republic*, May 24, 1922, pp. 362-365.

	1908-1917	1919-1920
Wages and salaries.....	87%	96%
Capital.....	13%	4%

Certain conclusions drawn in December, 1921, by the Netherlands Commission of Enquiry into the hours of work in German industry are pertinent to the subject of wages:¹

"With certain exceptions . . . the normal working week per worker, which determines the importance of the wage bill in total cost of production, does not exceed 48 hours, being thus at the outside 3 hours longer than that in force in the Netherlands. In certain important industries, however, these hours have been reduced by collective agreement by an amount varying from 1½ to 3 hours. Thus the working week in the wood working industry is only 46 hours in the large towns; in the metal working industry at Berlin it is 46½ hours; in Saxony and southern Germany it is 46 hours; while in the textile industry, with the exception of the occupied area, it is also 46 hours. . . .

"The total number of hours worked per week (man hours) which determines the proportion of labour costs to total costs of production, is in certain German industries twice and in some cases even three times as high as in the Netherlands, owing to the fact that the two and three shift systems are subject to no restriction in Germany and are not even opposed by the workers.

"During the last quarter of 1921, owing to the rush of orders both at home and from abroad, due to the sudden fall in the mark, industrial activity increased considerably, thereby reducing unemployment and forcing certain industries to work 5 to 10 hours overtime per week more or less regularly."

Austria

Wage rates in Austria change with such rapidity, owing to the almost fantastic rise of the cost of living, that quotations are nearly always out of date by the time of publication. They can, however, serve to illustrate the position of wage rates for the date quoted. Rates are generally fixed by collective agreement, according to an intricate system which has grown out of the present emergency. Up to November, 1921, wages were composed of a basic wage per hour, of a special fixed additional hourly bonus, and an additional allowance per hour on a sliding scale. The latter allowance was determined in accordance with an index number based on caloric values, that is, a certain number of calories in articles of food taken as a minimum and expressed in various articles of food according to the season. In November, a large part of these special allowances was incorporated into a new basic wage, with a new additional sliding scale allowance.

¹International Labour Office. *International Labour Review*, May, 1922, p. 797-798.

Analysis of wage schedules is still further complicated by the government subsidization of bread, which was in force up to the beginning of 1922. Under this system the worker paid about 34 crowns for a loaf of bread to cover the expense of manufacture while the government provided the flour. The cost of each loaf of bread to the government was about 300 crowns. A similar situation was found in the case of fats, sugar and, in some districts, condensed milk. The only restriction was that at the reduced price only certain rations were granted by the State, and extra amounts had to be bought in open market.¹ The subsidy proved an intolerable burden to the government and notice of its removal was published in December, 1921, causing serious riots in Vienna. A compromise was effected whereby the government gave the subsidy only to certain classes of pensioners, government employees, students, and certain groups of non-manual workers, while employers were compelled to supply a weekly bread subsidy to their employees. The amount of the subsidy was determined by a joint committee of employers and employees at from 325 to 442 crowns a week from January 8 to February 25, 1922. Special cost of living bonuses must also be paid by the employers to supplement pensions or insurance allowances paid any employees or their families on account of sickness, unemployment, infirmity or other causes.

No comprehensive figures showing the trend of wages in Austria during 1921 were available. It is certain, however, that the increase was enormous, owing to the rise in the cost of living. By October, 1921, the increase in the latter above 1914 amounted to 20,400% while by the end of the year the total rise was 59,300%.² Between January, 1914 and October, 1921 weekly earnings of metal workers in Vienna increased 16,057% in the case of skilled workers, 19,352% for unskilled, and 16,457% for women.³

¹Information by letter from Dr. Theodore Alexander, Vienna, November 7, 1921.

²International Labour Office. *International Labour Review*, March, 1922, p. 480.

³Germany. National Statistical Office. *Wirtschaft und Statistik*, March, 1922, p. 162.

II

BUILDING TRADES

Great Britain

During 1921 and up to March, 1922 the reduction in average hourly wage rates in British building trades ranged from 12½% to 15% for skilled workers, and to approximately 22% for common labor. This amounted to a decline of 3½ pence to 4 pence (current exchange, \$.064 to \$.073) per hour in the case of skilled labor, and 5.2 pence (current exchange, \$.095) in the case of unskilled workers. At the end of February, 1922, hourly rates in the larger towns of England showed increases above 1914 ranging from 139% to 162% for skilled labor, and 186% for common labor. The rise in weekly rates based on the nominal week did not parallel the general increase in hourly rates, since in 1919 and 1920 working hours were reduced from a full-time week ranging from 47 to 54 hours, to one of 44 hours.

The actual hourly and weekly rates in 1922 have been compiled on the basis of the unweighted averages of the standard rates of wages of the main groups of workmen in towns of over 100,000 population. The weekly rates were obtained by multiplying the hourly rates by the number of hours constituting the full-time week on the date specified:¹

AVERAGE HOURLY AND WEEKLY WAGE RATES FOR VARIOUS
OCCUPATIONS IN THE BUILDING TRADES, FEBRUARY 28, 1922
(1 shilling at par = \$.243)

	Hourly		Weekly	
	Pence	Dollars (Exchange Feb., 1922)	Shillings and Pence	Dollars (Exchange Feb., 1922)
Bricklayers.....	23.7	.439	86 9	19.275
Masons.....	23.7	.439	87 0	19.330
Carpenters and joiners	23.6	.437	86 7	19.238
Plumbers.....	24.3	.450	89 1	19.793
Plasterers.....	23.7	.439	86 7	19.238
Painters.....	23.1	.428	84 11	18.867
Laborers.....	18.6	.344	68 5	15.201

¹Great Britain. Ministry of Labour. *Labour Gazette*, March, 1922, p. 107.

If the increases shown are combined in the proportion of the relative number of men employed in these different occupations, the general average increase over pre-war rates at the end of February, 1922 was about 165%, compared with 225% in December, 1920. The increase in weekly full-time wages was 135% in February, 1922, compared with 190% at the end of 1920.¹ The average percentages of decrease, from December, 1920, were 18.5% for hourly and 19% for weekly rates.

Hourly wage rates in the building trades vary but little from place to place in Great Britain, since they are fixed by agreements by which towns are classified in four grades in eight great areas, with uniform hourly rates in all towns of the same grade in each area. The area grading system is in operation in practically all of Great Britain except the County of London and Scotland. Rates in the northern, western and Midland areas are about the same, while rates in the eastern and southern counties are slightly lower per hour.

Wage rates in civil engineering construction work were fixed by the Civil Engineering Construction Conciliation Board of Great Britain according to a grading system somewhat similar to that in the building trades. In March, 1921, a working week of 49½ hours in summer and 44½ in winter was adopted, to make an average of 48 hours for the year, and resulting generally in an average increase of about 1½ hours per week all the year round.² Adjustments in wages are made from month to month according to changes in the cost of living as indicated by the Ministry of Labour. A total decrease of about 5½ pence per hour took place between May, 1921 and April, 1922, leaving the current hourly rates for navvies and common labor in the County of London, 16 pence (current exchange, \$.294), and in other centers, from 13½ pence to 15½ pence (current exchange, \$.248 to \$.285).³

In the main cities of Scotland, electrical installers were receiving 19½ pence per hour (current exchange, \$.356) up to the end of February, 1922.⁴

Workers in the electrical installation trade in England and Wales, under the sliding scale adjustment according to the cost of living, received reductions in hourly wage rates amount-

¹*Labour Gazette*, March, 1922, p. 107.

²*Ibid.*, May, 1921, p. 267.

³*Ibid.*, May, 1921, to May, 1922, inclusive.

⁴*Ibid.*, March, 1922, p. 132.

ing to 16% during 1921. Wage rates for qualified electrical workers, adjusted for February-June, 1922, are:¹

(1 shilling at par = \$.243)

Grade of Town	Pence	Dollars (Exchange Feb., 1922)
A.....	25.25	.461
B.....	22.75	.415
C.....	21.00	.383
D.....	19.25	.351

France

According to official figures of wages, the average hourly rates of skilled workers in the French building trades in the early part of 1921 ranged from 3.25 francs to 3.75 francs (current exchange, \$.260 to \$.300) in Paris, while outside of Paris the rates were considerably lower, from 2.05 francs to 2.45 francs (\$.164 to \$.196). In Paris the increases over 1911 were from 250% in the case of carpenters to 369% for joiners, while in other cities wages of tilers were 371% above 1911, and of diggers 426%.

Daily earnings among skilled workers in Parisian building trades ranged from 26 francs to 30 francs (current exchange, \$2.08 to \$2.40); outside of Paris, from 17.22 francs to 20.24 francs (current exchange, \$1.38 to \$1.62). The weekly earnings of carpenters were 211% above 1911, while those of house painters were 288% higher.

Average hourly and daily wages in the French building trades in 1921 as reported in the *Bulletin de la Statistique Générale* are given in the first table on the next page.²

A statement issued by M. Loucheur, French Minister of Labor, May 2, 1921 gave the new scale of wages in the building trades to take effect in the liberated regions of France on that date, thereby bringing about a reduction of approximately 25% in rates. The detailed table is given on the page following.³

¹Labour Gazette, March, 1922, p. 132.

²France. Ministère du Travail. *Bulletin de la Statistique Générale*, July, 1921, pp. 341-342

³Great Britain. Ministry of Labour. *Labour Overseas*, April-June, 1921, p. 72.

HOURLY AND DAILY WAGES IN FRENCH BUILDING TRADES, 1921

(1 franc at par = \$.193)

Occupation	Locality	Hourly			Daily		
		Francs	Dollars (Exchange 1921)	Percent- age of Increase 1911-1921	Francs	Dollars (Exchange 1921)	Percent- age of Increase 1911-1921
Masons.....	Paris	3.50	.280	268	28.00	2.242	227
	Other cities	2.39	.191	388	19.72	1.579	311
Diggers.....	Paris	3.25	.260	306	26.00	2.082	242
	Other cities	2.05	.164	426	17.22	1.379	351
Tilers.....	Paris	3.50	.280	268	28.00	2.242	250
	Other cities	2.45	.196	371	20.14	1.613	299
Painters....	Paris	3.50	.280	312	28.00	2.242	288
	Other cities	2.35	.188	380	19.43	1.556	308
Sawyers.....	Paris	3.50	.280	...	28.00	2.242	...
	Other cities	2.34	.187	420	19.56	1.566	328
Carpenters..	Paris	3.50	.280	250	28.00	2.242	211
	Other cities	2.44	.195	378	20.24	1.621	301
Joiners.....	Paris	3.75	.300	369	30.00	2.402	275
	Other cities	2.34	.187	398	19.45	1.557	314
Plumbers....	Paris	3.50	.280	268	28.00	2.242	250
	Other cities	2.36	.189	382	19.36	1.550	293

OFFICIAL HOURLY WAGE RATES IN THE BUILDING TRADES IN LIBERATED REGIONS, MAY 2, 1921

(1 franc at par=\$.193)

	Francs	Dollars (Exchange May, 1921)
Navy.....	1.65	.142
Bricklayer.....	2.25	.194
Well-sinker and cleaner.....	2.20	.190
Pointer and cement worker.....	2.35	.203
Stonemason.....	2.95	.254
Laborer.....	1.60	.138
Laborer under 18 years.....	1.20	.103
Floor tiler.....	2.45	.211
Carpenter.....	2.75	.237
Carpenter's mate.....	2.10	.181
Locksmith.....	2.25	.194
Tiler and slater.....	2.50	.216
Tiler's mate.....	1.90	.164
Zinc worker.....	2.50	.216
Zinc worker's mate.....	1.90	.164
Joiner.....	2.55	.220
Floor layer.....	2.55	.220
House painter.....	2.35	.203
House decorator.....	2.80	.241
Glazier (including tool allowance).....	2.50	.216

Belgium

By agreement, hourly wage rates in the building trades in Belgium for different groups were fixed for the period from December, 1921 to March, 1922 as follows: Common labor, 2.10 francs per hour (current exchange, \$.16); masons, 2.35 francs (current exchange, \$.179); carpenters, cabinetmakers and stonecutters, 2.42 francs (current exchange, \$.185). After March 1, 1922 the sliding scale changing according to the rise or fall of the cost of living was to go into effect.

Rates for different occupations in specific localities as reported from miscellaneous sources are given as follows:

HOURLY RATES FOR VARIOUS OCCUPATIONS IN THE BUILDING TRADES IN SPECIFIED LOCALITIES DURING 1921

(1 franc at par=\$.193)

	Locality	Date	Francs	Dollars (Current Exch. 1921)
Carpenters, cabinetmakers, stonecutters ¹	Belgium	Dec., 1921 to March, 1922	2.42	.185
Masons ¹	"	"	2.35	.179
Common labor ¹	"	"	2.10	.160
Electricians ²	Liège	Aug., 1921	2.75	.209
Joiners ²	"	"	2.52	.191
Masons ²	"	"	2.64	.200
Painters ²	"	"	2.33	.177
Plasterers ²	"	"	2.50	.190
Plumbers ²	"	"	2.43	.184
Bricklayers, skilled ³	Ghent	May to Sept. 1921	2.00	.171
Bricklayers, semi-skilled ³ ...	"	"	1.75	.150
Plasterers ³	Brussels	May, 1921	2.75	.235

Sweden

Hourly rates in the building trades in Sweden, effective until April, 1922, were established by a special government commission in November, 1920. Rates in Stockholm under terms of the agreement were slightly more than those in smaller places. Hours were fixed at 48 per week with no provision for payment of compensation for time lost. A comparison of 1922 rates in Stockholm with those prevailing in 1914 shows increases rang-

¹Belgium. Ministry of Labor. *Revue du Travail*, January, 1922, p. 55.

²Liège Employment Office. Cited in: United States. Department of Labor, *Monthly Labor Review*, December, 1921, p. 90.

³*Labour Overseas*, April-June, 1921, p. 52.

ing from about 220% in the case of painters to 340% for unskilled laborers. Hourly wage rates in 1914 and 1922 for various occupations are given as follows:¹

HOURLY WAGE RATES FOR SPECIFIC OCCUPATIONS IN THE
BUILDING INDUSTRY, STOCKHOLM
(1 crown at par=\$.268)

	1914		Effective to Apr., 1922	
	Crowns	Dollars (Par of Exchange)	Crowns	Dollars (Exchange 1921)
Bricklayers.....	.67	.180	2.40 ^a	.544
Carpenters.....	.62	.166	2.40 ^a	.544
Unskilled laborers.....	.50	.134	2.20 ^a	.499
Tin and iron plate workers.....	.65	.174	2.40 ^a	.544
Painters.....	.75	.201	2.40 ^b	.544

^a By agreement, effective from November, 1920, to April, 1922.

^b By agreement, effective from April, 1921, to April, 1922.

Italy

National average wage statistics in the building trades in Italy are not available, but rates reported to the Minister of Labor from time to time are significant of conditions existing in various districts in Italy. Since agreements seem to be in force from six to eight months, the wage figures quoted are probably fairly representative of conditions existing at the present time.

HOURLY AND DAILY WAGE RATES IN THE BUILDING TRADES IN
ITALY, AS FIXED BY COLLECTIVE AGREEMENTS
(1 lira at par=\$.193)

Locality and Occupation	Date of Agreement	Lire		Dollars (Current Ex- change, 1921)
		Per Hour	Per Day	
<i>Allassio in Liguria</i> ²	Oct., 1921			
Masons.....		22.50		.910
Manual workers.....		17.10		.692
Boys.....		13.50		.546
<i>Parmia in Emilia</i> ³	Aug., 1921 to Feb., 1923			
Masons, 1st class.....		2.90		.128
Masons, 2nd class.....		2.60		.114
Cement workers, 1st class.....		2.90		.128
Cement workers, 2nd class.....		2.60		.114

¹ *Ekonomisk översikt*, February, 1922, pp. 88-89.

² Italy. Ministry of Labor, *Bollettino del Lavoro*, October, 1921, Part 1, p. 370.

³ *Ibid.*, November, 1921, Part 1, pp. 528-529.

HOURLY AND DAILY WAGE RATES IN THE BUILDING TRADES IN
ITALY, AS FIXED BY COLLECTIVE AGREEMENTS—*continued*

(1 lira at par = \$. 193)

Locality and Occupation	Date of Agreement	Lire		Dollars (Current Exchange, 1921)
		Per Hour	Per Day	
<i>Parmia in Emilia</i> ¹ (continued)				
Apprentices.....		2.40	.....	.106
Manual workers and laborers.....		2.00	.....	.088
Boys.....		1.00	.....	.044
<i>Busto Arsizio in Lombardy</i> ²	Oct., 1921 (affecting 2,000 wage earners)			
Masons.....		.....	21.60	.874
Diggers.....		.....	16.80	.680
Manual workers.....		.....	13.60	.550
Boys.....		.....	9.90	.401
<i>Castellanza in Lombardy</i> ¹				
Masons.....		.....	20.40	.825
Diggers.....		.....	15.20	.615
Manual workers.....		.....	12.00	.486
Boys.....		.....	8.80	.356
Girls under 15.....		.....	6.40	.259
<i>Pordenoné in Veneto</i> ³	Oct., 1921 (affecting 8,000 wage earners)			
Foremen.....		2.94	.....	.119
Masons.....		2.80	.....	.113
Apprentices.....		2.40	.....	.097
Diggers.....		2.40	.....	.097
Manual workers.....		2.40	.....	.097
Carpenters and Joiners.....		2.80	.....	.113
Blacksmiths.....		2.80	.....	.113
Boys and girls.....		1.20	.....	.049
<i>Udine in Veneto</i> ²	Sept., 1921			
Masons.....		2.70	.....	.118
Chisellers.....		2.70	.....	.118
Diggers.....		2.00	.....	.088
Carpenters and Joiners.....		2.70	.....	.118
Blacksmiths.....		2.70	.....	.118
<i>Treviso in Veneto</i> ³	July, 1921			
Masons, 1st class.....		2.50	.....	.118
Masons, 2nd class.....		2.20	.....	.104
Masons' apprentices after 3d year.....		2.00	.....	.094
Manual workers (masons) 18 years and over.....		1.50 to 1.70	.....	.071 to .080
Manual workers (diggers) 18 years and over.....		1.80 to 2.00	.....	.085 to .094
Boys up to 17 years.....		0.80 to 1.10	.....	.038 to .052

¹Italy. Ministry of Labor. *Bollettino del Lavoro*. November, 1921, Part I, pp. 528-529.

²*Ibid.*, December, 1921, Part I, pp. 689-690.

³*Ibid.*, October, 1921, Part I, p. 371.

Germany

Agreements reported to the German Federation of Trade Unions, in effect after March 31, 1922, are quoted as follows:¹

HOURLY EARNINGS IN THE BUILDING INDUSTRY IN VARIOUS LOCALITIES OF GERMANY, APRIL, 1922

(1 mark at par=\$.238)

	Berlin		Breslau		Chemnitz		Frankfort-on-Main	
	Marks	Dollars (Exch. April, 1922)	Marks	Dollars (Exch. April, 1922)	Marks	Dollars (Exch. April, 1922)	Marks	Dollars (Exch. April, 1922)
Building laborers..	25.00	.090	18.50	.066	23.55	.084	24.10	.086
Masons.....	26.00	.093	19.70	.071	24.00	.086	25.00	.090
Diggers.....	.....	.....	14.20	.051	23.55	.084	24.10	.086
Stucco workers....	.....	.....	25.70	.092	25.30	.091	25.20	.090
Painters.....	20.00	.072	18.00	.065	18.70	.067	19.50	.070
Stone cutters.....	26.00	.093	20.70	.074	25.50	.091	.....	.....
Carpenters.....	26.00	.093	23.55	.084	24.00	.086	25.00	.090
	Hamburg		Leipzig		Plauen		Solingen	
	Marks	Dollars (Exch. April, 1922)	Marks	Dollars (Exch. April, 1922)	Marks	Dollars (Exch. April, 1922)	Marks	Dollars (Exch. April, 1922)
Building laborers..	27.50	.099	23.55	.084	23.55	.084	23.25	.083
Masons.....	28.70	.103	24.00	.086	24.00	.086	24.05	.086
Diggers.....	27.50	.099	23.55	.084	23.55	.084	23.15	.083
Stucco workers....	28.90	.104	25.30	.091	25.30	.091	24.05	.086
Painters.....	23.00	.082	19.20	.069	18.70	.067	18.50	.066
Stone cutters.....	.....	.....	25.50	.091	25.50	.091	.....	.....
Carpenters.....	28.80	.103	24.00	.086	24.00	.086	24.10	.086

From an official source, figures are quoted showing the increase in weekly wages in the Berlin building trades between July, 1914 and February, 1922:²

WEEKLY WAGES IN BUILDING TRADES IN BERLIN, 1914-1922

(1 mark at par=\$.238)

	July, 1914		February, 1922		Percentage of increase 1914 to 1922
	Marks	Dollars (Exchange at par)	Marks	Dollars (Exchange Feb., 1922)	
Masons.....	43.46	10.357	627.75	3.160	1344
Carpenters.....	43.46	10.357	627.75	3.160	1344
Helpers.....	29.15	6.946	597.53	3.008	1950

¹Korrespondenzblatt des Allgemeinen Deutschen Gewerkschaftsbundes, May 20, 1922, p. 34.

²Wirtschaft und Statistik, February 2, 1922, p. 121.

III

MINING

Great Britain

Coal Mining

Wages in the coal mining industry since July, 1921 have been regulated under the terms of the settlement of that date, which provided that wages should be adjusted periodically on the basis of the proceeds of the industry in each of thirteen districts, but should not in any case fall below a point 20% above the pre-war level. By the end of the year, wages had been reduced in varying amounts according to the district.

In further analysis of conditions in the coal mining industry, the *Labour Gazette* summarizes the wage changes between July, 1914 and December, 1920, which in general marks the peak of wages in Great Britain, and February, 1922, as follows:¹

"At the end of 1920 the increases in full-time wages in the coal mining industry, as compared with July, 1914, were estimated to range from less than 150% in the case of some of the higher-paid classes, to over 200% in the case of some of the lower-paid grades. Since that date the flat-rate additions to earnings, which were then in operation, have been withdrawn, and further reductions have been effected, varying in amount in different districts. At the end of February, 1922, the general levels of rates of wages in the principal districts showed advances varying from only 20% over pre-war rates in Durham, Cumberland, South Staffordshire, the Forest of Dean, Kent, South Wales, and part of Somerset, to 79% in Yorkshire and the East Midlands. In some cases these percentages would be slightly increased if account were taken of special advances granted since 1914 to particular grades of men. For example, for some classes the basic rates of wages have been raised; some of the lower-paid grades of workmen in certain districts have been granted special increases in order to maintain their wages at a 'subsistence level'; and, in South Wales, men on afternoon and night shifts, whose normal working week is generally one of five shifts, have been paid, since 1915, as for an extra shift each week. If the general percentage increases are combined in proportion to the numbers employed in the various coal fields, and allowance is made for the special advances referred to, the average increase in full-time weekly wages, as compared with July, 1914, is estimated to have been about 50%, at the end of February, 1922, compared with 185% to 190% at the end of 1920.

"It should be observed that the weekly working time has been reduced since 1914, the maximum hours fixed for underground workers under the Coal Mines Regulation Act of 1908 having been curtailed from 8 to 7 per day in 1919, and the working week of surface workers having been reduced to 49 hours as from January, 1919, and to 46½ from July, 1919. The weekly wages of time workers remained unchanged when these reductions in hours were made, and piece rates were increased so as to yield approximately the same weekly earnings as before."

The *Iron and Coal Trades Review* published a table of rates in *Labour Gazette*, March, 1922, p. 107.

pence per hour, including the basic rates plus the then current percentage additional, which were paid in a colliery district in 1914, and the rates paid in the same district in December, 1921. Increases ranged from 20% to 98% in the case of underground workers, and from 19% to 137% for surface workers. Rates as of the later period are quoted as follows:²

HOURLY WAGE RATES IN BRITISH COAL MINES, DECEMBER, 1921
(1 penny at par=\$.020)

	Pence	Dollars (Exchange Dec., 1921)
<i>Underground</i>		
Trammers.....	13.60	.220
Day men.....	16.50	.266
Horsekeepers.....	12.43 to 13.60	.201 to .220
Onsetters.....	15.86	.256
Pumpsmen.....	14.70	.237
Haulage.....	13.60 to 19.30	.220 to .312
Corporals.....	13.60 to 21.50	.220 to .347
Colliers (day men).....	17.86	.288
Colliers (contractors).....	32.29	.521
<i>Surface</i>		
Power-house men.....	9.90	.160
Steam pumysmen.....	11.87 to 12.87	.192 to .208
Pumpmen and motor attendants.....	9.90	.160
Winders.....	17.81	.288
Cleaners.....	9.40	.152
Stoker chargemen.....	11.87	.192
Stokers.....	10.89	.176
Trimmers and ash-wheelers.....	9.40	.152
Banksmen, chargemen.....	12.21	.197
Banksmen's assistants.....	10.23	.165
General laborers.....	9.40	.152
Carpenters' foremen.....	13.53	.218
Carpenters.....	13.20	.213
Blacksmiths' foremen.....	13.20	.213
Blacksmiths.....	10.89	.176
Fitters' foremen.....	13.37	.216
Fitters.....	10.79	.174
Lampmen.....	10.75	.174
Saddlers.....	10.75	.174
Masons.....	12.21	.197
Washer attendants.....	10.89	.176
Screens' foremen.....	11.38	.184
Tipplers.....	9.90	.160
Beltmen.....	8.91	.144
<i>Boys</i>		
Age 14 years.....	3.30	.053
Age 14½ years.....	3.63	.059
Age 15 years.....	3.96	.064
Age 15½ years.....	4.29	.069
Age 16 years.....	4.62	.075

²Iron and Coal Trades Review, London, December 23, 1921, p. 915.

Another table comparing daily earnings in different districts of Great Britain furnished by the Miners' Federation of Great Britain is as follows:¹

DAILY EARNINGS OF MINE WORKERS, GREAT BRITAIN, JANUARY, 1922
(1 shilling at par=\$.243)

Occupation	Shillings and Pence		Dollars (Exchange Jan. 1922)
Nottingham			
Coal getters.....	17	3.7	3.642
Underground laborers.....	13	7.6	2.869
Derbyshire			
Coal getters.....	16	3.1	3.421
Underground laborers.....	11	6.5	2.429
South Yorks			
Coal getters.....	15	2.5	3.200
Underground laborers.....	11	6.5	2.429
Cannock			
Coal getters.....	14	11.4	3.139
Underground laborers.....	11	2.3	2.355
Lancashire			
Coal getters.....	12	11.0	2.718
Underground laborers.....	9	0.5	1.903
Northumberland			
Coal getters.....	9	7.1	2.018
Underground laborers.....	5	6.8	1.171
Scotland			
Coal getters.....	9	3.7	1.959
Underground laborers.....	7	6.7	1.591
Durham			
Coal getters.....	8	0.9	1.699
Underground laborers.....	5	10.8	1.242
Forest of Dean			
Coal getters.....	7	5.0	1.569
Underground laborers.....	5	11.2	1.255

Other Mining and Quarrying

According to the *Labour Gazette* changes in wages in the mining and quarrying industries other than coal mining have been as follows:

"For iron miners in Cleveland and limestone quarrymen in Durham, rates of wages at the end of February, 1922, were about 57% above pre-war rates, compared with an average estimated at about 200% at the end of 1920. In Lincolnshire the wages of ironstone miners ranged from 34% to 38% over pre-war rates, with an additional flat rate advance of 13 pence per shift in February, 1922, compared with 243% plus the same flat rate advance in December, 1920. In Cumberland the bargain price for iron ore miners and the shift rate for underground leading laborers in February, 1922, were about 68% and 36% respectively above the pre-war level. At the end of 1920 the corresponding percentages were 309 and 198, respectively."²

¹London Times, January 14, 1922, p. 7.

²Labour Gazette, March, 1922, p. 107.

Minimum hourly rates in January, 1922, in the quarrying industry are reported in the *Labour Gazette*, as follows:¹

MINIMUM HOURLY WAGE RATES IN THE QUARRYING INDUSTRY,
JANUARY, 1922

(1 shilling at par = \$.243)

	Shillings and Pence		Dollars (Exchange Jan., 1922)
Morley and District			
Freestone, sandstone:			
Quarrymen.....	1	6	.317
Laborers.....	1	3	.264
Northumberland and Durham			
Freestone:			
Quarrymen.....	1	10	.388
Laborers.....	1	4	.282
Macclesfield and District			
Rock getters and quarrymen.....	1	7½	.344
Laborers.....	1	2½	.256
Sawyers.....	1	6½	.326
Derbyshire			
Gritstone quarry workers:			
Stone cutters, sawyers, engine drivers and blacksmiths.....	1	6	.317
Laborers.....	1	2	.247
Aberdeen			
Granite:			
Turners, scabblers, toolsmiths, cutters.....	1	6	.317
Hand polishers, leading bedsetters and saw- men.....	1	5	.300

France

According to official French figures, miners were earning from 5 francs to 5.25 francs (par exchange, \$.964 to \$1.012) per day in 1911, while in 1921 they were earning from 20 francs to 30 francs (exchange 1921, \$1.60 to \$2.402) per day, or an increase of from 300% to 500%. The following table shows average daily wages paid to miners in the principal mining districts of France in 1921:²

¹*Ibid.*, February, 1922, pp. 80-81.

²*Bulletin de la Statistique Générale*, July, 1921, p. 343.

AVERAGE DAILY WAGES OF MINERS IN 1921
(1 franc at par=\$.193)

	Francs	Dollars (Exchange 1921)
Albi.....	20	1.601
Firminy.....	25-30	2.00-2.402
Rive-de-Gier.....	24	1.922
St. Etienne.....	21	1.681

Sweden

Coal Mining

According to the *Ekonomisk översikt*,¹ wages for skilled workers in the coal mining industry in Sweden reached their highest point during the period of the agreement effective from January 1, 1920 to January 1, 1921, when they were 283% above the 1914 level of wages. In March, 1922, skilled laborers were receiving .65 crown (current exchange, \$.171) per hour, which was 117% above the hourly rate paid in 1914. The rate was to be effective up to the end of 1922.

Italy

Zinc

In Bisuchio in Lombardy zinc mine workers are paid a daily cost of living bonus on an eight-hour day basis, in addition to wages. The following hourly rates reported by the Minister of Labor represent an increase of 9% to 12% over rates paid before the new agreement effective from June 13, 1921 up to January 1, 1922, was made:²

(1 lira at par=\$.193)

	Lire	Dollars (Exchange June, 1921)
Miners.....	2.30 ^a	.118
Rockbreakers.....	2.15 ^a	.111
Diggers.....	2.15 ^a	.111
Boys.....	1.20 ^b	.062

^a Daily cost of living bonus, 4 lire.

^b Daily cost of living bonus, 2 lire.

¹*Ekonomisk översikt*, February, 1922, pp. 88-89.

²*Bollettino del Lavoro*, October, 1921, Part I, p. 366.

Sulphur Mining

Sulphur is the most important mineral product of Italy, with its richest deposits in Sicily and smaller mines in the central part of the mainland. The Minister of Labor has reported daily wages in sulphur mining in Sicily, as effective by collective agreement in October, 1921; and in the Marches Compartimento, effective by agreement in August, 1921. Rates in Sicily declined approximately 14.5%, and in the Marches about 30% from the time of their previous agreements. The rates here quoted were paid for an eight-hour day:

DAILY WAGES IN THE SULPHUR MINING INDUSTRY OF ITALY IN
1921
(1 lira at par= \$.193)

	Lire	Dollars (Exchange Oct., 1921)
<i>Sicily</i> ¹		
Pickers.....	12.60	.510
Trammers.....	13.40	.542
Boys.....	6.00	.243
Burners.....	9.00	.364
Firemen.....	8.85	.358
Mechanics.....	11.80	.477
Day laborers.....	11.00	.445
<i>Marches</i> ²		
Masons, 1st class.....	14.63 to 15.40	.592 to .623
Masons, 2nd class.....	13.48 to 14.25	.545 to .577
Smiths' apprentices.....	9.24 to 11.55	.407 to .508
Joiners.....	14.25 to 16.94	.627 to .745
Joiners' apprentices.....	9.63 to 12.32	.424 to .542
Boys up to 17 years.....	8.47 to 10.40	.373 to .458
Men over 17 years.....	10.78 to 13.48	.474 to .593
Women over 18.....	8.47	.373
Machinists.....	13.86 to 16.56	.610 to .729
Mechanics and electricians.....	14.63 to 16.66	.644 to .674

Germany

Coal Mining

The journal of the German Federal Department of Statistics publishes quarterly an account of wages in coal and lignite mining in the principal areas of Germany. The results of the last study covering the third quarter in 1921 show increases for various occupations ranging from about 1,100% to 1,700% over the pre-war wage level. Rates per shift for various occupations are shown in the table below:³

¹*Bollettino del Lavoro*, November, 1921, Part I, p. 526.

²*Ibid.*, October, 1921, Part I, p. 366.

³Translated in *British Labour Gazette*, March, 1922, p. 111. Detailed figures for third quarter, 1921, in *Wirtschaft und Statistik*, January, 1922, p. 26.

**AVERAGE NET EARNINGS PER SHIFT OF PRUSSIAN MINERS DURING
THIRD QUARTER OF 1921**

(1 mark at par= \$.238)

	Hewers and Trammers		Other Under-ground Workers		Men Surface Workers	
	Marks	Dollars (Current Exch' nge)	Marks	Dollars (Current Exch' nge)	Marks	Dollars (Current Exch' nge)
<i>Coal</i>						
Upper Silesia.....	66.48	.818	50.72	.624	50.62	.623
Lower Silesia.....	59.56	.733	53.87	.663	53.35	.657
Dortmund.....	75.68	.931	59.24	.729	59.71	.735
Aix-la-Chapelle.....	63.62	.783	51.39	.632	50.78	.625
Rhine—Left Bank...	79.57	.979	58.74	.723	59.25	.729
Bavaria.....	49.98	.615	43.54	.536	41.76	.514
Saxony.....	63.98	.787	56.47	.695	53.55	.659
Unweighted average...	65.55	.807	53.42	.657	52.72	.649
<i>Lignite</i>						
Elbe—Right Bank...	57.00	.701	52.44	.645	51.99	.640
Elbe—Left Bank...	54.89	.675	51.97	.640	51.10	.629
Rhine—Left Bank...	62.30	.767	61.68	.759	61.59	.758
Saxony.....	56.48	.695	51.51	.634	53.69	.661
Thuringia.....	63.50	.781	52.90	.651	50.49	.621
Average.....	58.83	.724	54.10	.666	53.77	.662
<i>Coal and lignite together</i>						
Unweighted average...	62.75	.772	53.71	.661	53.16	.654

Wage rates in the coal mines in the Ruhr district in March, 1922 according to a metal trade journal, are given below:¹

(1 mark at par= \$.238)

	Marks	Dollars (Exchange March, 1922)
<i>Surface labor (hourly)</i>		
Skilled workers over 20.....	13.45	.055
Semi-skilled workers over 20.....	13.30	.054
Shift workers over 20.....	13.05	.053
Shift workers 18-19.....	9.25-10.90	.038-.044
Shift workers 16-17.....	6.30- 7.55	.026-.031
Shift workers 14-15.....	4.20- 5.15	.017-.021
<i>Underground labor (wage per shift)</i>		
Skilled miners over 20.....	107.50	.438
Semi-skilled miners over 20.....	105.50	.430

¹Metallarbeiterzeitung, March 4, 1922, p. 39.

In the same connection the estimate of a German statistician as to the total amount of collateral compensation per shift paid to mine workers in the Ruhr district in 1914 and in March, 1922, is interesting:¹

AVERAGE WAGES PER SHIFT OF ALL MINERS IN THE RUHR
(1 mark at par = \$.238)

	1914		March, 1922 (estimate)	
	Marks	Dollars (Par of Exchange)	Marks	Dollars (Exchange Mar., 1922)
Wages (including insurance contributed by men).....	5.55	1.323	126.60	.516
Insurance contribution by employer.....	.30	.071	2.90	.012
Free coal.....	.20	.048	8.65	.035
Allowances for rent and children....	....	....	9.00	.037
Wages during holidays.....	....	....	2.30	.009
Total.....	6.05	1.442	149.45	.609

Quarrying

Collective agreements published in the *Reichs-Arbeitsblatt* show wage rates in the quarrying industry in various sections of Germany. The table below gives hourly rates in Gummersbach, Wipperfurth, Waldbröt, Olpe and Altena effective from November 1, 1921 to December 31, 1921, as follows:²

(1 mark at par = \$.238)

	Marks	Dollars (Exchange Nov., 1921)
Trimmers, etc.....	7.25 to 7.65	.041 to .043
Stone quarry workers		
Over 16 years.....	3.80	.021
Over 20 years.....	6.90	.039
Machinists, borers, etc.		
18-20 years.....	6.00	.034
Over 20 years.....	7.50	.042
Craftsmen (apprentices)		
First year.....	1.00	.006
Second year.....	1.50	.008
Third year.....	2.00	.011
Piecework (minimum)		
Trimmers, etc.....	6.50	.037
Quarry workers.....	6.15	.035

¹*Iron and Coal Trades Review*, March 31, 1922, p. 454.

²*Reichs-Arbeitsblatt*, December 31, 1921, pp. 1264-1267.

IV

METAL MANUFACTURING

Great Britain

Iron and Steel

In the heavy iron and steel trades (smelting, puddling, rolling, forging, etc.) in which wages fluctuate in correspondence with the selling price of the finished products, the increases over pre-war rates vary widely, in February, 1922 being in some cases (e. g., with certain blast furnace laborers) equivalent to 120% on the pre-war level, while at the other extreme the rates for process workers in South Wales show a net increase of less than 20%. At the end of 1920 the increases ranged between 150% and 350% on pre-war rates, and in some cases further small increases were given early in 1921.¹

The following table is illustrative of the fall in two typical sliding scales during the year 1921:²

PERCENTAGE INCREASE OF WAGES ABOVE THE STANDARD

	Cleveland Blast Furnacemen	Steel Smelters' Scale (England and Scotland)	
		Basic	Acid
January, 1921.....	170¾	190	165
April, 1921.....	144	166¾	141
July, 1921.....	72¾	138¾	113¾
October, 1921.....	77¾	93¾	68¾
January, 1922.....	36	60 ^a	35 ^a
April, 1922.....	34½	.....	.....

^aFebruary, 1922.

In the tin plate and steel sheet trade in South Wales the net increase over pre-war rates now amounts to about 34%, compared with a range of 150% to 231% in December, 1920.³

After substantial reductions during 1921 made under the arrangement whereby wages are governed by sliding scales based upon the selling price of the product, the scale percentages representing additions to the basis rates fixed for the different occupations, rates per shift for blast furnace workers in

¹*Labour Gazette*, March, 1922, p. 108.

²*Industrial Yearbook*. London, 1922, p. 310, and *Labour Gazette*, March to May, 1922.

³*Labour Gazette*, March, 1922, p. 108.

South Staffordshire in April, 1922, were 30% above the 1920 standard, as follows:¹

RATES PER SHIFT FOR BLAST FURNACE WORKERS IN SOUTH STAFFORDSHIRE

(1 shilling at par=\$.243)

	Shillings and Pence	Dollars (Exchange April, 1922)
Keepers.....	11 1	2.435
Furnace fillers, chargers and bridge stockers.....	9 8	2.125
Ore, mine, coke and lime wheelers, and barrow fillers....	8 11	1.958
Blast-enginemmen, stove minders.....	8 8	1.910
Loco-drivers.....	8 5	1.862
Slaggers, teasers, cinder catchers.....	8 4	1.839
Hoist and filling enginemmen, brakemen, pump and boiler- men, boiler minders.....	8 3	1.815
Keepers and sluggers' helpers, kilnmen, boiler-gasmen...	8 .	1.767
Assistant boiler minders.....	7 11	1.743
Stokers and boiler firemen, cinder or slag tippers or tipmen	7 7	1.671
Shunters and firemen.....	7 4	1.624
Oilers, weighmen, boxmen, horse drivers, bogie strippers, scrappers, assistant cinder catchers, bye-turn laborers.	7 1	1.569

Rates paid to unskilled labor in the iron and steel trades in December, 1921, were as follows:²

(1 shilling at par=\$.243)

Location	Shillings and Pence	Dollars (Exchange Dec., 1921)
South Wales.....	43 0	8.983
Sheffield.....	48 0	10.028

Puddlers, paid a standard rate of 13 shillings, 6 pence a ton plus a sliding scale percentage, were receiving wages per ton in March and April, 1922, as follows:³

(1 shilling at par=\$.243)

Location	Shillings and Pence	Dollars (Current Exchange)
North of England.....	20 3	4.468
West of Scotland.....	21 11	4.835
Midlands.....	21 11	4.835

¹Labour Gazette, December, 1920, to May, 1922, inclusive.

²The Economist, January 21, 1922, p. 76.

³Labour Gazette, April, 1922, p. 177; May, 1922, p. 224.

Engineering and Shipbuilding

The following average rates published in the *Labour Gazette*, March, 1922, show the unweighted average time rates of wages for men in representative occupations in 16 of the principal engineering centers and 13 of the principal shipbuilding centers in August, 1914, and February, 1922. The net increase of the rates in February, 1922 over August, 1914 was 148% in the case of laborers in the engineering trades, 150% for laborers in the shipbuilding industry and from 82% to 92% for other classes of workers. Weekly rates (inclusive of the 26 shilling, 6 pence war bonus, but exclusive of the additional 12½% bonus on earnings, which was reduced in November and finally withdrawn December 31, 1921, for certain occupations in these trades), were reported as given below:¹

AVERAGE (UNWEIGHTED) WEEKLY RATES IN PRINCIPAL CENTERS
OF THE ENGINEERING AND SHIPBUILDING INDUSTRIES
FEBRUARY 28, 1922

(1 shilling at par = \$.243)

	Shillings and Pence		Dollars (Exchange Feb., 1922)
<i>Engineering</i>			
Fitters and turners.....	73	6	16.331
Iron moulders.....	76	3	16.942
Patternmakers.....	77	10	17.294
Laborers.....	56	11	12.646
<i>Shipbuilding</i>			
Shipwrights.....	75	1	16.683
Ship joiners.....	76	11	17.090
Platers.....	74	1	16.460
Riveters.....	71	6	15.886
Laborers.....	56	7	12.572

From a tabulation of minimum and maximum time rates inclusive of all bonuses in the engineering trades in various localities of Great Britain, the following figures are taken, representing the widest range of rates paid:²

¹*Labour Gazette*, March, 1922, p. 107.

²*Industrial Yearbook*, London, 1922, pp. 384-385.

WEEKLY TIME RATE OF WAGES, ENGINEERING TRADES, DECEMBER 31, 1921
(1 shilling at par=£.243)

	North Midland		London		Wales and Monmouthshire	
	Shillings and Pence	Dollars (Exchange Dec., 1921)	Shillings and Pence	Dollars (Exchange Dec., 1921)	Shillings and Pence	Dollars (Exchange Dec., 1921)
Turners.....	68/6 to 72/6	14.49 to 15.34	77	16.39	79/ to 103/6	16.71 to 21.90
Fitters.....	68/6 to 72/6	14.49 to 15.34	77	16.39	79/ to 103/6	16.71 to 21.90
Smiths.....	68/6 to 73/6	14.49 to 15.55	79	16.78	79/ to 103/6	16.71 to 21.90
Millwrights.....	71/6 to 76/6	15.13 to 16.18	81	17.21	79/ to 103/6	16.71 to 21.90
Pattern makers.....	70/6 to 74/6	14.91 to 15.76	84	17.77	81/ to 104/	17.14 to 22.00
Coppersmiths.....	72/6 to 73/6	15.34 to 15.55	92	19.48	79/ to 95/6	16.71 to 20.20
Brass finishers.....	72/6	15.34	77	16.39	86	18.19
Borers and slotters.....	63/6 to 72/6	13.43 to 15.34	77	16.39	.....	.....
Planers.....	63/6 to 72/6	13.43 to 15.34	77	16.39	.....	.....
Millers.....	63/6 to 72/6	13.43 to 15.34	85	18.03	.....	.....
Die sinkers and press tool makers.....	72/6 to 79/6	15.34 to 16.82	97	20.52	.....	.....
Electrical engineers.....	70/6 to 72/6	14.91 to 15.34	81	17.21	79/ to 95/6	16.71 to 20.00
Machinists.....	63/6 to 69/6	13.43 to 14.70	71	15.13	95/6	20.00
Laborers (hammer-men, engine and shop laborers, and foundry laborers)	54/6 to 61/	11.53 to 12.90	60/6 to 72/	12.80 to 15.23	66/9 to 72/	14.12 to 15.23

In the same source, hourly wages of shipyard workers on January 1, 1922, according to classification by degree of skill, were reported as follows:¹

HOURLY WAGE RATES OF SHIPYARD WORKERS, JANUARY, 1922
(1 penny at par=\$.020)

	Pence	Dollars (Exchange Jan., 1922)	Percentage of increase over pre-war hourly wages
Skilled.....	19.1	.336	105
Semi-skilled.....	15.6	.275	152
Unskilled.....	14.6	.257	176

In the following tabulation are given weekly wage rates, inclusive of all bonuses, for various occupations in the ship-building industry in specified localities in Great Britain, as reported in the *Labour Gazette* during the first five months of 1922:

WEEKLY WAGE RATES OF SHIPBUILDERS, 1922

(1 shilling at par=\$.243)

	Shillings and Pence		Dollars (Current Exchange)
Shipbuilding			
Milford Haven			
Fitters and smiths.....	85	0	18.446
Joiners.....	75	0	16.276
Swansea, Cardiff, Barry, Newport, etc.			
Fitters, turners, blacksmiths, sheet metal workers, etc.....	82	6	18.184
Riggers.....	75	6	16.641
Chippers and painters.....	69	6	15.318
Smith's hammermen.....	67	6	14.877
Fitters' helpers and general laborers.....	66	6	14.657
Hull			
Sailmakers.....	76	7	16.619

Other Metal Trades

Weekly and hourly rates for certain occupations in various metal trades are given on the next page:²

¹Industrial Yearbook, London, 1922, p. 336.

²*Labour Gazette*, January to May, 1922, inclusive.

RATES IN VARIOUS METAL TRADES, JANUARY TO APRIL, 1922

(1 shilling at par=£.243)

	Shillings and Pence		Dollars (Current Exchange)
<i>Weekly</i>			
Textile machinery fittings, bobbin and shuttle making			
England and Wales			
Higher skilled men.....	76	6	16.861
Lesser skilled men.....	67	..	14.767
Laborers.....	57	..	12.563
Women.....	31	..	6.833
Scotland			
Skilled men.....	67	..	14.540
Semi-skilled men.....	60	6	13.129
Laborers.....	54	..	11.719
Women.....	31	..	6.727
Boys and girls.....	16	6	3.581
Gold, silver and allied trades (Bir- mingham)			
Men, skilled.....	63/3 and 67/9		13.726 and 14.702
Semi-skilled.....	49/8 and 52		10.778 and 11.285
Unskilled.....	45/2 and 48/10		9.802 and 10.597
Women, skilled.....	28/11 and 30/9		6.275 and 6.673
Semi-skilled.....	22/7 and 27/1		4.901 and 5.877
Unskilled.....	18/1 and 22/7		3.924 and 4.901
<i>Hourly</i>			
Railway wagon sheet metal (Dundee)			
Sheet metal workers.....	1	10	.398
Gold, silver and allied trades (Lon- don)			
Adult male time workers.....	1	9	.380
Optical instrument making (London)			
Males skilled.....	1	8½	.371
Military musical instrument making (London)			
Brass instrument makers.....	1/8½ and 1/7½		.371 and .353
Drum makers.....	1	7½	.353
Woodwind and saxophone makers.....	1	8½	.371
Brass finishers, polishers, etc.....	1	6½	.335
Improvers.....	1/1½ and 1/3		.244 and .271
Sheet metal workers (Great Britain)			
Day workers.....	1	1 ^a	.235
Constructional engineering industry (London)			
Erectors.....	1	8½	.371
Sheeters.....	1	10¾	.411
Sheeters' holders-up.....	1	8¾	.375
Constructional engineering industry (England and Wales)			
Erectors.....	1	7½	.353
Sheeters.....	1	8½	.371
Sheeters' holders-up.....	1	7	.344
Lead smelting (Gt. Brit. and Ireland)			
Adult male workers.....	1/1 to 1/3		.235 to .271

^a Subject to addition of war bonus of 26/6 per week.

By Trade Board Act effective beginning September 21, 1921, minimum hourly time rates in the wrought hollow-ware trade of Great Britain were fixed as follows:¹

MINIMUM HOURLY TIME RATES IN THE WROUGHT HOLLOW-WARE
TRADE OF GREAT BRITAIN

(1 penny at par=\$.020)

	Pence	Dollars (Exchange Sept., 1921)
Minimum time rates		
Female learners under 15 to 17 years, inclusive..	3.5 to 6.5	.054 to .101
Male learners, under 15 to 20 years, inclusive..	3.5 to 10.75	.054 to .167
Male workers, other than learners.....	14.5	.226
Piece-work basis time rate		
Females, 18 years and over.....	9.0	.140

After general reductions as the result of Trade Board Acts effective October 10, 1921 and January 14, 1922 (affecting women workers), minimum time rates for workers in stamped and pressed metal ware trades were as follows:²

MINIMUM HOURLY TIME RATES IN THE STAMPED OR PRESSED
METAL WARE TRADES, GREAT BRITAIN

(1 penny at par=\$.020)

	Pence	Dollars (Exchange Jan., 1922)
Males, 21 and over		
(Braziers, burnishers, drop stampers, dippers, annealers, brass polishers of 3 grades).....	18 to 22	.317 to .388
Males, under 21 (braziers, etc.).....	4½ to 12½	.079 to .220
All other males (according to age).....	3½ to 14½	.062 to .256
Females, 18 and over (polishers and drop stampers)	10 to 11	.176 to .194
Females (hand-brush japanners, solderers, etc.)...	9 to 10	.159 to .176
All others (according to age).....	3 to 5¾	.053 to .101

¹Industrial Yearbook, London, 1922, p. 403.

²Labour Gazette, November, 1921, p. 614; February, 1922, p. 85; Industrial Yearbook, 1922, pp. 404-405.

General Metal Trades

France

According to official figures covering hourly wages in various occupations of the metal industry, there were percentages of increase ranging from 261% to 338% in Paris, and from 384% to 420% in other cities between 1911 and 1921. Average daily wages during the first half of 1921 in the same occupations had increased from 220% to 250% in Paris, and from 283% to 333% in smaller cities.

The following table shows the average hourly and the average daily wages in 1921 in Paris and other cities:¹

GENERAL AVERAGE HOURLY AND DAILY WAGES IN 1921 AND
PERCENTAGE OF INCREASE, 1911-1921
(1 franc at par=\$.193)

Occupation	Locality	Hourly		Per- centage of In- crease 1911- 1921	Daily		Per- centage of In- crease 1911- 1921
		Francs	Dollars (Exch. 1921)		Francs	Dollars (Exch. 1921)	
Coppersmiths..	Paris.....	2.61	.209	392	21.33	1.708	295
	Other Cities...	3.50	.280	337	28.00	2.242	250
Tinsmiths.....	Paris.....	2.37	.190	404	19.26	1.542	306
	Other Cities...	4.00	.320	300	32.00	2.562	220
Blacksmiths...	Paris.....	2.50	.200	400	20.53	1.644	301
	Other Cities...	2.29	.183	420	19.07	1.527	333
Horseshoers....	Paris.....	2.42	.194	384	19.50	1.561	287
	Other Cities...	3.25	.260	261	26.00	2.082	225
Stovemakers....	Paris.....	2.31	.185	402	19.18	1.536	312
	Other Cities...	3.50	.280	324	28.00	2.242	240
Locksmiths....	Paris.....	2.57	.206	385	20.67	1.655	283
	Other Cities...						
Metal turners..	Paris.....						
	Other Cities...						

In certain localities the minimum wage is fixed by collective agreements, or by decisions of employers' organizations. The table on page 38 shows minimum rates for various classes of labor and also maximum wages for skilled labor in operation during the summer of 1921. The rates quoted are inclusive of the cost of living bonus.²

Daily wages and bonus of various classes of metal workers computed on an eight-hour day basis from hourly rates published in the organ of the General Federation of Labor, are shown on page 39.³

¹*Bulletin de la Statistique Générale*, July, 1921, p. 341.

²*Ibid.*, pp. 346-348.

³*La Voix du Peuple*, May, 1921, pp. 278-279.

MINIMUM DAILY WAGES IN THE METAL INDUSTRIES, 1921
(1 franc at par = \$.193)

Locality	Manual Workers			Skilled Workers				Women		
	Common		Specialized	Minimum		Maximum		Manual Workers		Specialized
	Francs	Dollars (Exch. June 1921)	Dollars (Exch. June 1921)	Francs	Dollars (Exch. June 1921)	Francs	Dollars (Exch. June 1921)	Francs	Dollars (Exch. June 1921)	Francs
		Dollars (Exch. June 1921)	Dollars (Exch. June 1921)		Dollars (Exch. June 1921)		Dollars (Exch. June 1921)			
Paris.....	14.00	1.160	14.50	14.50	1.201	19.75	1.636	.....	.....	.....
Nancy.....	14.20	1.036	14.20	15.00	1.094	16.20	1.181	8.95	.653	9.60
Troyes.....	15.60	1.292	18.60	19.60	1.624	23.60	1.955	15.60	1.292	7.60
Limoges.....	10.00	.828	11.60	12.00	.994	18.00	1.491	8.00	.663	.....
Bourges.....	13.00	1.077	14.00	15.00	1.243	17.00	1.408	7.60	.630	.....
Nevers.....	12.00	1.035	14.00	12.80	1.104	16.80	1.448	8.00	.690	.....

NOMINAL DAILY WAGES AND BONUS OF METAL WORKERS, MARCH AND APRIL, 1921
(1 franc at par = \$.193)

Oc cupation	SOMME				CHER				VOSGES	
	Rate		Bonus		Rate		Bonus		Rate	
	Franks	Dollars (Exchange Mar., 1921)	Franks	Dollars (Exch. Mar., 1921)	Franks	Dollars (Exch. Mar., 1921)	Franks	Dollars (Exch. Mar., 1921)	Franks	Dollars (Exchange Mar., 1921)
Mechanics.....	20.80 to 24.00	1.485 to 1.713	3.20	.228	13.60	.971	4.00	.286	20.80 to 24.00	1.485 to 1.713
Smiths.....	18.80 to 20.00	1.342 to 1.428	3.20	.228	13.20	.942	4.00	.286	20.80 to 24.00	1.485 to 1.713
Pattern makers..	20.80 to 24.00	1.485 to 1.713	3.20	.228	13.60	.971	4.00	.286	21.60 to 24.80	1.542 to 1.770
Molders.....	16.80 to 18.00	1.199 to 1.285	3.20	.228	13.20	.942	4.00	.286	19.20 to 24.00	1.371 to 1.713
Labors with spe- cial skill.....	12.00	.857	3.20	.228	12.00	.857	4.00	.286	14.40 to 20.00	1.028 to 1.428
Labors (com- mon).....	10.00	.714	3.20	.228	10.00	.714	4.00	.286	14.00 to 15.60	.999 to 1.114

Belgium

General Metal Trades

In November, 1921 the average hourly wages of semi-skilled and skilled workers in the metal trades were from 2.25 francs (current exchange, \$.158) to 3.00 francs (current exchange, \$.211); that of common labor was 1.75 francs (current exchange, \$.123). These wages, as reported by the Bourse Officielle du Travail were as follows:¹

AVERAGE HOURLY WAGES IN BRUSSELS METAL TRADES

NOVEMBER, 1921

(1 franc at par= \$.193)

	Francs	Dollars (Exchange Nov., 1921)
Mechanics.....	3.00	.211
Electricians.....	3.00	.211
Tool mechanics.....	3.00	.211
Motormen.....	3.00	.211
Molders.....	3.00	.211
Polishers.....	3.00	.211
Lathe workers.....	3.00	.211
Welders.....	3.00	.211
Bronze cutters.....	3.00	.211
Steel workers.....	3.00	.211
Boiler makers.....	2.75	.194
Tin workers.....	2.75	.194
Grinders.....	2.65	.186
Mechanics on tool machines.....	2.50	.176
Mechanical adjusters.....	2.50	.176
Frame workers.....	2.50	.176
Blacksmiths, tinsmiths, locksmiths.....	2.50	.176
Borers.....	2.25	.158
Metal filers.....	2.25	.158
Unskilled factory hands.....	1.75	.123

Average hourly wages of metal workers in Liège during August, 1921, were:²

(1 franc at par= \$.193)

	Francs	Dollars (Exchange August, 1921)
Blacksmiths.....	2.50	.190
Molders.....	2.50	.190
Pipe makers.....	2.90	.220
Turners.....	2.76	.209

¹Quoted in: United States. Department of Labor. *Monthly Labor Review*, March, 1922, p. 86.

²*Ibid.*, December, 1921, p. 90.

Switzerland

According to information furnished by a Swiss employers' organization the hourly rates paid to various classes of skilled piece workers and unskilled labor in the metal industries in small towns during October, 1921, were as given below. In cities the rates were from 3% to 5% higher.¹

AVERAGE HOURLY RATES IN THE METAL MANUFACTURING INDUSTRIES IN SMALL TOWNS OCTOBER 1, 1921

(1 franc at par=\$.193)

	Francs	Dollars (Exchange Oct., 1921)
Molders.....	2.00	.367
Pattern makers.....	1.76	.323
Machinists (all around).....	1.75	.321
Machine operators.....	1.65	.303
Assemblers.....	1.93	.355
Tool and die makers.....	1.75	.321
Lathe hands.....	1.72	.316
Blacksmiths.....	1.75	.321
Boilermakers.....	1.95	.358
Armature winders (electrical).....	1.80	.331
Male unskilled laborers (time rate).....	1.40	.257
Female unskilled laborers (time rate).....	.93	.171

Italy

Shipbuilding

According to official Italian figures, the daily wage rates for an eight-hour day of iron shipbuilders in Pietra Ligure, as fixed by collective agreement in November, 1921, affecting 440 workers, were as follows:²

(1 lira at par=\$.193)

	Lire	Dollars (Current Exchange)
Men.....	20.00	.839
Women.....	12.00	.503

¹Figures from Union Centrale des Associations Patronales Suisses.

²*Bollettino del Lavoro*, December, 1921, Part 1, p. 639.

Other Metal Trades

Metal workers in the Piedmont, by agreement effective from May 20, 1921, suffered reductions in wages from 2% to 33%, or an average of 18% from the terms of the previous agreement. Hourly wage rates, and daily cost of living bonus as paid for an eight-hour day in foundries for certain occupations, are quoted as follows:¹

HOURLY WAGE IN FOUNDRIES IN CUNEO, PIEDMONT, MAY, 1921
(1 lira at par=\$.193)

		Lira	Dollars (Exchange May, 1921)
<i>Foundries</i>			
Skilled workers.....	Wages.....	1.35 to 2.65	.074 to .145
	Bonus.....	2.50	.137
Apprentices.....	Wages.....	0.70 to 0.90	.038 to .049
	Bonus.....	1.70	.093
Boys.....	Wages.....	0.40 to 0.65	.022 to .036
	Bonus.....	1.30	.071
Specialized manual workers.....	Wages.....	1.85 to 2.05	.102 to .113
	Bonus.....	2.50	.137
Common manual workers.....	Wages.....	1.55 to 1.70	.085 to .093
	Bonus.....	2.50	.137
<i>Mechanical Trades</i>			
Skilled workers.....	Wages.....	1.55 to 2.65	.085 to .145
	Bonus.....	1.50 to 2.50	.082 to .137
Apprentices (2nd, 3rd, 4th class).....	Wages.....	.070 to 1.15	.038 to .063
	Bonus.....	1.70	.093
Specialized manual workers (2nd class).....	Wages.....	1.85	.102
	Bonus.....	2.50	.137
Common manual workers (2nd class).....	Wages.....	1.55	.085
	Bonus.....	2.50	.137
Boys.....	Wages.....	0.40 to 0.65	.022 to .036
	Bonus.....	1.30	.071

Skilled automobile workers in Torino (Piedmont), by agreement of October, 1921, affecting 6,000 workers, were receiving 2.60 lire (exchange, October, 1921, \$.105) per hour on a 48-hour week's basis, and a daily cost of living bonus of 3.50 lire (exchange, October, 1921, \$.142).

In November, 1921 the work week of various classes of metal workers in Intra (Piedmont) was increased by eight hours. The following table shows the daily wage, effective from that date:²

¹*Bollettino del Lavoro*, October, 1921, Part I, p. 369.

²*Ibid.*, November, 1921, Part I, p. 527.

(1 lira at par=\$.193)

Class of Labor	Lire	Dollars (Exchange Nov., 1921)
Turners.....	15.00	.629
Adjusters.....	18.00	.755
Assemblers.....	17.00	.713
Casters.....	22.00	.922
Common labor.....	14.00	.587

The following hourly rates for foundry workers in Novara (Piedmont) as fixed by collective agreement, were reported in the monthly bulletin of the Italian Ministry of Labor:¹

HOURLY WAGE RATES FOR FOUNDRY WORKERS, PIEDMONT^a
(1 lira at par=\$.193)

	Lire	Dollars (Exchange Oct., 1922)
Turners.....	1.80-2.40	.073 to .097
Turners apprentices.....	.065-1.55	.026 to .063
Forgers.....	1.80-2.40	.073 to .097
Adjusters.....	1.60-2.40	.065 to .097
Adjusters' apprentices.....	.055-1.45	.022 to .059
Laborers in workshops.....	1.75-1.95	.071 to .079
Masons.....	2.20	.089
Varnishers.....	.210	.085
Foundrymen.....	1.75-2.40	.071-.097
Foundrymen apprentices.....	0.55-1.45	.022-.059
Foundrymen laborers.....	1.75-1.95	.071-.079
Blacksmiths.....	1.95-2.10	.079-.085
Moulders.....	2.20-2.25	.089-.091

^a Daily cost of living allowance of 3.50 lire (exchange \$.142) paid to all skilled workers and laborers. Allowance for apprentices, 1.60 lire to 3.50 lire (exchange \$.065-\$.142).

A collective agreement affecting 378 Milan metal workers, fixed rates beginning November 16, 1921, as follows:²

(1 lira at par=\$.193)

	Lire	Dollars (Exchange Nov., 1921)
All classes:		
Men.....	12.65	.530
Boys.....	9.45	.396
Women.....	9.85	.413
Girls.....	8.25	.346

¹*Bollettino del Lavoro*, November, 1921, Part I, p. 527.

²*Idem.*,

Germany

General Metal Trades

According to German official figures skilled workmen in the metal trades of Berlin were earning 42.44 marks (par exchange \$10.147) per week in July, 1914, while in February, 1922, they were earning 495.23 marks (current exchange, \$2.493) per week in the case of single men, and 634.73 marks (current exchange, \$3.195) in the case of married men. The weekly wages in Berlin metal trades in July, 1914 and February, 1922 were as follows:¹

WEEKLY WAGES IN BERLIN METAL TRADES, JULY, 1914 AND FEBRUARY, 1922

(1 mark at par=\$.238)

Grade	1914		1922		Percentage of Increase 1914-1922
	Marks	Dollars (Par of Exchange)	Marks	Dollars (Exchange Feb., 1922)	
<i>Single</i>					
Skilled.....	42.44	10.147	495.23	2.493	1,067
Semi-skilled.....	39.96	9.554	469.65	2.364	1,075
Unskilled.....	30.62	7.321	455.70	2.294	1,388
<i>Married</i>					
Skilled.....	42.44	10.147	634.73	3.195	1,396
Semi-skilled.....	39.96	9.554	609.15	3.067	1,424
Unskilled.....	30.62	7.321	595.20	2.996	1,844

The following hourly wages in twelve cities of Germany, effective by collective agreements some time after March 31, 1922, were reported to the German Federation of Trade Unions. The rates quoted represent the maximum amount paid in the cities specified, and are exclusive of family allowances, but inclusive of all cost of living bonuses.²

¹*Wirtschaft und Statistik*, February, 1922, p. 120.

²*Korrespondenzblatt des Allgemeinen Deutschen Gewerkschaftsbundes*, May 20, 1922, p. 34.

HOURLY RATES IN THE METAL INDUSTRY, GERMANY, APRIL, 1922

(1 mark at par= \$.238)

	Male				Female	
	Metal Workers		Coppersmiths		Metal Workers	
	Marks	Dollars (Exchange Apr., 1922)	Marks	Dollars (Exchange Apr., 1922)	Marks	Dollars (Exchange Apr., 1922)
Berlin.....	17.15	.061	20.50	.073	9.70	.035
Braunschweig	16.00	.057	23.25	.083	11.70	.042
Bremen.....	18.00	.065	11.55 ^a	.041	.....	.....
Breslau.....	16.30	.058	16.30	.058	9.05	.032
Dortmund...	18.82	.067	19.00	.068	13.65	.049
Dresden.....	17.50	.063	.....	.....	10.90	.039
Düsseldorf...	19.88	.071	.....	.....	10.00	.036
Hamburg....	16.90	.061	23.00	.082	9.40	.034
Hanover.....	16.50	.059	20.00	.072	10.30	.037
Kiel.....	14.70	.053	11.55	.041	9.00	.032
Leipzig.....	17.05	.061	20.00	.072	10.65	.038
Magdeburg..	15.20	.054	17.00	.061	10.64	.038

^a Piece rates for wharf workers.

Hourly rates in the wire-making trades in Berlin, in January and February, 1922, are given below:¹

HOURLY WAGE RATES IN WIRE-MAKING TRADES IN BERLIN JANUARY AND FEBRUARY, 1922

(1 mark at par= \$.238)

	Marks	Dollars (Current Exchange, 1922)
Needle makers, weavers and molders		
1st year after apprenticeship.....	6.25	.033
2nd year after apprenticeship.....	6.75	.036
Experienced, under 23.....	7.30	.039
Experienced, over 23.....	7.75	.041
Women weavers.....	3.20-4.00	.017-.021
Wire spinners.....	6.00-7.00	.032-.037
Skilled spinners.....	7.50	.040
Helpers, 18 years and over.....	5.75-6.50	.030-.034

¹Reichs-Arbeitsblatt, February 15, 1922, p. 96.

Hourly wage rates in the metal industry in Leipzig have been governed by collective agreements, effective for comparatively short periods. Rates negotiated between steel pen establishments and the German Metal Workers Federation effective from December 1, 1921 to January 3, 1922 were as given in the following tabulation. Wages were paid on the basis of a 46-hour week, with a vacation allowance of from three to eight days.¹

HOURLY WAGE RATES IN MACHINE INDUSTRY IN LEIPZIG

(1 mark at par= \$.238)

	Marks	Dollars (Exchange Dec., 1921)
<i>Tool makers and engravers</i>		
Over 25 years.....	8.85	.044
21-25 years.....	8.00	.040
Under 21 years.....	6.90	.034
<i>Semi-skilled workers</i>		
Over 25 years.....	8.10	.040
21-25 years.....	7.40	.037
Under 21 years.....	6.30	.031
<i>Unskilled workers</i>		
Over 25 years.....	7.30	.036
21-25 years.....	6.70	.033
18-21 years.....	6.00	.030
<i>Minors</i>		
Up to 15 years.....	3.15	.016
During 16th year.....	3.55	.018
During 17th year.....	3.95	.020
During 18th year.....	4.35	.022
<i>Female workers</i>		
Over 18 years.....	4.00	.020
16-18 years.....	3.60	.018
14-16 years.....	3.15	.016
<i>Semi-skilled female workers.....</i>	4.60	.023

¹Reichs-Arbeitsblatt, December 31, 1921, p. 1265.

The following hourly wage rates in Thuringia, fixed by collective agreement effective from January 1, 1922 have been reported in the *Reichs-Arbeitsblatt*:¹

HOURLY WAGE RATES IN THE METAL TRADES IN THURINGIA
FROM JANUARY 1, 1922
(1 mark at par = \$.238)

	Marks	Dollars (Exchange Jan., 1922)
<i>Skilled workers</i>		
Over 24.....	9.55-10.00	.052-.054
22-24.....	8.05- 8.50	.044-.046
20-22.....	7.75- 8.20	.042-.044
18-20.....	6.10- 6.55	.033-.036
Under 18.....	5.75- 6.20	.031-.034
<i>Semi-skilled workers</i>		
Over 24.....	9.20- 9.65	.050-.052
22-24.....	7.70- 8.15	.042-.044
20-22.....	7.40- 7.85	.040-.043
18-20.....	5.90- 6.35	.032-.034
<i>Unskilled workers</i>		
Over 24.....	9.00- 9.45	.049-.051
22-24.....	7.50- 7.95	.041-.043
20-22.....	7.20- 7.65	.039-.042
18-20.....	5.70- 6.15	.031-.033
<i>Minors</i>		
17-18.....	5.25- 5.55	.028-.030
16-17.....	4.15- 4.45	.023-.024
15-16.....	3.85- 4.15	.021-.023
Under 15.....	3.55- 3.85	.019-.021
<i>Apprentices</i>		
In 1st half year.....	.80	.004
In 2nd half year.....	1.00	.006
In 3rd half year.....	1.30	.007
In 4th half year.....	1.50	.008
In 3rd year.....	2.00	.011
In 4th year.....	3.00	.016
<i>Women</i>		
Over 24.....	5.95- 6.15	.023-.033
20-24.....	5.55- 5.75	.030-.031
18-20.....	4.25- 4.45	.023-.024
16-18.....	3.95- 4.15	.021-.023
Under 16.....	3.55- 3.75	.019-.020

In the following table are given the hourly wages for male workers in the metal industry, as established by collective agreement, effective from May 1, 1922. These rates are graded according to the size of the towns:²

¹*Reichs-Arbeitsblatt*, February 28, 1922, p. 127.

²*Metallarbeiter-Zeitung*, April 22, 1922.

HOURLY WAGES OF MALE WORKERS IN THE METAL INDUSTRY,
EFFECTIVE MAY 1, 1922
(1 mark at par=\$.238)

	Up to 150,000 Inhabitants		Up to 300 000 Inhabitants		Up to 500 000 Inhabitants		Over 500 000 Inhabitants	
	Marks	Dollars (Cur- rent Exch. 1922)	Marks	Dollars (Cur- rent Exch. 1922)	Marks	Dollars (Cur- rent Exch. 1922)	Marks	Dollars (Cur- rent Exch. 1922)
<i>Engravers and car- vers</i>								
In the first year after appren- ticeship.....	12.40	.044	12.50	.045	12.60	.045	13.00	.046
Up to 24 years..	14.10	.050	14.25	.051	14.40	.051	14.85	.053
Over 24 years...	16.15	.058	16.30	.058	16.50	.059	17.00	.061
<i>Helpers</i>								
Over 18 years...	11.35	.041	11.45	.041	11.55	.041	11.90	.043
Over 21 years...	12.75	.046	12.85	.046	13.00	.046	13.40	.048
Over 24 years...	15.30	.055	15.50	.055	15.65	.056	16.10	.058

As the result of a collective agreement, wage rates for workers in the steel pen industry in Leipzig from January 4, 1922 were:¹

HOURLY WAGE RATES FOR STEEL PEN WORKERS IN LEIPZIG
FROM JANUARY 4, 1922
(1 mark at par=\$.238)

Trade	Marks	Dollars (Exchange Jan., 1922)
<i>Mechanics and engravers</i>		
Over 25.....	12.50	.068
21-25.....	11.60	.063
Under 21.....	10.50	.057
<i>Semi-skilled</i>		
Over 25.....	11.75	.064
21-25.....	11.00	.060
Under 21.....	9.80	.053
<i>Common labor</i>		
Over 25.....	10.75	.058
21-25.....	10.00	.054
Under 21.....	9.20	.050
<i>Women</i>		
Over 18.....	6.30	.035
16-18.....	5.80	.032
14-16.....	4.85	.027

¹Reichs-Arbeitsblatt, February, 15, 1922, p. 96.

General Metal Trades

Austria

Metal workers in Vienna were receiving wages in the first week of February, 1922 as given below. It was estimated, however, that by March 11, 1922 the wages would have risen about 20%.¹

ACTUAL EARNINGS OF METAL WORKERS IN VIENNA IN FIRST
WEEK OF FEBRUARY, 1922
(1 crown at par=\$.205)

	Crowns	Dollars (Exchange Feb., 1922)
Skilled helpers.....	20,000	7.250
Skilled mechanics.....	28,000	10.150

In October, 1921, according to the *Wirtschaft und Statistik*, skilled workers in the metal industry were receiving 4,524 crowns, and in January, 1914, 28 crowns. The following table shows the rates for different classes of labor in January, 1914 and October, 1921.²

AVERAGE WEEKLY EARNINGS IN THE METAL TRADES IN VIENNA,
JANUARY, 1914 AND OCTOBER, 1921
(1 crown at par=\$.205)

	January, 1914		October, 1921		Percentage of Increase 1914-1921
	Crowns	Dollars (Par of Exchange)	Crowns	Dollars (Exchange Oct., 1921)	
Skilled labor.....	28	5.673	4,524	2.941	16,057
Unskilled labor.....	21	4.255	4,085	2.655	19,352
Women.....	14	2.836	2,318	1.507	16,457

On October 26, 1921, the collective agreement of March 10, 1920 between the Central Federation of the Chemical and Metal Industries (employers) on the one hand, and the Austrian Union of Non-Manual Workers in industrial establishments on the other, was supplemented by an agreement concerning rates of pay. Salaries, dating as from October 1, 1921 were to consist of the following parts:³

¹*Oesterreichische Volkswirt*, March 11, 1922, p. 569.

²*Wirtschaft und Statistik*, March 1, 1922, p. 162.

³International Labor Office. *Daily Intelligence*, November 25, 1921, pp. 17-18.

I. Basic salary per month:

(1 crown at par= \$.205)

Classification	Crowns	Dollars (Exchange Oct., 1921)
Over 24 years of age.....	8,000	4.600
20-24 years of age.....	7,000	4.025
18-20 years of age.....	6,000	3.450
Under 18 years of age.....	5,000	2.875

II. Family allowance, equal to 12½% of the basic salary up to a maximum of 4,950 crowns.

III. Cost of living bonuses varying according to the cost of living (in October, 1921, bonus was 52% of basic salary).

The bonus at the end of the year is equal to the December salary.

The agreement between the manual workers in the chemical and metal industries and the employers' association was also revised on October 26, 1921. Wages from October 24, 1921 were fixed as follows:

I. Basic wage per hour:

(1 crown at par= \$.205)

Category	Crowns	Dollars (Exchange Oct., 1921)
1.....	65	.037
2.....	60	.035
3.....	56	.032
4.....	53	.030
5.....	32	.018
6.....	21	.012

II. Bonuses reckoned according to a sliding scale (adjusted to the cost of living):

(a) Married workers, unmarried workers (male and female) over 22 years of age—52% of the basic wage.

(b) Unmarried workers (men and women) under 22 years of age—40% of the basic wage.

III. Factory and workshop bonuses.

It is reported that:

"The various groups of factories and workshops belonging to the chemical and metal industries pay the workers bonuses amounting to from 11 to 20 kr. per hour. In the case of night work, wages are increased by a bonus of 7 kr. per hour."¹

¹International Labor Office, *Daily Intelligence*, November 25, 1921, p. 18.

V

TEXTILES

Great Britain

Woolen and Worsted

In Yorkshire rates of wages of woolen and worsted operatives fluctuate in accordance with changes in the cost of living, as measured by the Ministry of Labor. Taking into account the increase in basic rates as well as the cost of living wage, the general increase on pre-war rates of wages for a full week at the end of February, 1922 was approximately 114% for time workers, 95% for male piece workers, and 100% for female piece workers, compared with 216%, 181%, and 190%, respectively, at the end of 1920. These figures are exclusive of a general advance of over 15% on hourly and piece rates which was granted in March, 1919, concurrently with a reduction in weekly hours from 55½ to 48, in order to maintain weekly wages at the same level as before.¹ The minimum rates for various classes of workers in May, 1922, were as follows.²

MINIMUM WEEKLY WAGE RATES IN WOOLEN AND WORSTED INDUSTRY AT YORKSHIRE AND LANCASHIRE, MAY, 1922

(1 shilling at par = \$.243)

	Shillings and Pence		Dollars (Exchange May, 1922)
Wool sorters.....	73	1	16.252
Overlookers.....	82	4	18.309
Manufacturing section			
Men, 21 years and over			
Scheduled operations.....	58	10	13.083
Unscheduled operations.....	56	6	12.564
Women, 18 years and over.....	34	7½	7.700
Warehousemen			
Yarn warehousemen.....	58/9 or 58/10		13.064 or 13.083
Warehousemen employed by wool- combers, carbonizers, wool and noil merchants, etc.....	59/8 or 59/9 ^a		13.268 or 13.287

^aFor warehousemen employed by wool and noil merchants (members of the British Wool Federation) the rate is 3 shillings less where men are paid for holidays.

¹*Labour Gazette*, March, 1922, p. 108.

²*Ibid.*, May, 1922, p. 226.

Between December, 1920 and March, 1922 adult male and female workers in the wool and worsted textile industry in the West of England received total reductions in minimum weekly wage rates of approximately 18% to 20%. In December, 1921, before the general reduction of $7\frac{1}{2}\%$ in January, rates were as follows:¹

MINIMUM WEEKLY WAGE RATES IN THE WOOLEN AND WORSTED INDUSTRY, WEST OF ENGLAND, DECEMBER, 1921

(1 shilling at par = \$.243)

	Shillings and Pence		Dollars (Exchange Dec., 1921)
<i>Males, 21 years and over</i>			
Wool sorters (5 years experience) and Class A men (4 years experience).....	61	6	12.848
Class B (3 years experience).....	58		12.117
Class C (1 year experience).....	51		10.655
Class D.....	46	6	9.714
<i>Females, 18 years and over</i>			
Wool sorters (5 years experience) and Class A (4 years experience).....	31	6	6.581
Class B (3 years experience).....	30		6.267
Class C.....	28		5.850

In Leicester there was no change in basic rates in the woollen and worsted spinning industry during 1921. The "cost of living" bonus was reduced from $9\frac{1}{2}$ pence to $4\frac{1}{4}$ pence in the shilling, between January, 1921, and March, 1922, leaving weekly rates in March, as follows:²

WEEKLY RATES IN THE WOOLEN AND WORSTED INDUSTRY LEICESTER, MARCH, 1922

(1 shilling at par = \$.243)

	Shillings and Pence		Dollars (Exchange March, 1922)
Men.....	42	6 ^a	9.377
Women.....	25	6 ^a	5.626

^aPlus a bonus of $4\frac{1}{4}$ pence in the shilling on earnings.

¹Labour Gazette, January, 1921 to April, 1922, inclusive.

²Labour Gazette, April, 1922, p. 179.

Cotton

The cotton industry is not included among the industries whose wages are automatically adjusted according to variations in the cost of living. Wages are based on percentage additions to standard piece rates. According to the Ministry of Labor,¹ in July, 1914 piece rate of wages in this industry generally stood at 5% above the standard list prices. By the end of 1920 they had been raised to 215% above the standard, but by the end of February, 1922 had been reduced to 145% above the standard. Of this increase, however, 30% was granted in 1919 concurrently with a reduction in weekly working hours from 55½ to 48, in order to maintain weekly wages at the same level as before. Apart from the latter adjustment, wages at the end of February, 1922 were about 105% above the pre-war level, as compared with 171% at the end of 1920. In addition, special allowances have been granted to certain classes of operatives, e.g., blowing-room men, strippers and grinders, and mule spinners, the effect of which would be to augment slightly the percentages quoted.

The following rates were the result of the cotton wage settlement of June, 1921. Under the terms of the agreement, wages were fixed until the end of March, 1922.²

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange March, 1922)
<i>Minimum time rates, weekly</i>		
Male adult cloth workers.....	62 6	13.789
Male adult warehouse workers.....	56 4	12.429
<i>Standard rates, hourly</i>		
(a) Men employed by members of the Cotton Spinners and Manufacturers' Association: ^a		
Boiler firemen.....	8 to 9	.147 to .165
Under-engineers.....	8½	.156
Ash wheelers, oilers and greasers.....	7½	.138
(b) Members of the Federation of Master Cotton Spinners' Association, Ltd.: ^b		
Boiler firemen.....	8 to 8½	.147 to .156
Under-engineers.....	8½	.156
Oilers and greasers.....	7½	.138

^aSubject to 115% addition on earnings.

^bSubject to 130% addition on earnings.

¹*Labour Gazette*, March, 1922, p. 108.

²*Industrial Yearbook*, London, 1922, p. 468.

Jute

Weekly time rates for male and female jute workers in Great Britain, according to Trade Board Act effective beginning February, 9, 1922, were as given below.¹ A further order declared 48 hours the normal weekly working time, or 4¼ hours on Saturday, and 8¾ on other days.²

WEEKLY TIME RATES FOR JUTE WORKERS, GREAT BRITAIN
(1 shilling at par=\$.243)

	Shillings and Pence		Dollars (Exchange Feb., 1922)
<i>Men</i> , 21 years and over.....	40	7½	8.891
<i>Women</i>			
Spinning mistresses.....	39	...	8.535
Orra (or spare) spinners 18 years and over.....	30	10½	6.757
Other spinners, all ages			
Single spinners.....	30/6 to 49/10		6.675 to 10.906
Double spinners.....	32/6 to 47/8		7.113 to 10.432
All other workers, 18 years and over....	26	....	5.690

Silk

Weekly wage rates for workers in silk factories in Leek and Brighthouse as reported in the *Labour Gazette*, are given below.³

(1 shilling at par=\$.243)

	Shillings and Pence		Dollars (Exchange May, 1922)
<i>Brighthouse</i>			
<i>Men</i>			
First framers.....	66	6	14.788
Warehousemen.....	58	.	12.898
Boilermen, machinemen.....	60	.	13.342
<i>Women</i>			
Gassers.....	38	3	8.506
Warpers.....	35	.	7.783
Reelers.....	30	1	6.690
Winders.....	29	3½	6.514
<i>Leek</i>			
<i>Men</i> , 22 years and over			
Pickers.....	53	.	11.786
Braid workers.....	54	6	12.119
Fully qualified braid speeders and knitting tacklers.....	61	.	13.565
Millmen.....	55	.	12.231
Weavers.....	59	.	13.120
<i>Women</i> , 18 years and over.....	31	.	6.894

¹*Labour Gazette*, February, 1922, p. 97.

²*Ibid.*, March, 1922, p. 148.

³*Ibid.*, 1921, August, 1921 to May, 1922, inclusive.

The minimum weekly time rates in the silk industry at Macclesfield in November, 1921 (in the table below), have been computed on the basis of net reductions reported in the *Labour Gazette* during 1921 and 1922, added to standard time rates as of December 31, 1920, taken from an official source:¹

MINIMUM WEEKLY TIME RATES IN THE SILK INDUSTRY, MACCLESFIELD, NOVEMBER, 1921

(1 shilling at par=\$.243)

	Shillings and Pence		Dollars (Exchange March, 1922)
<i>Men</i>			
Manufacturing section:			
Harness builders and card cutters.....	50	0	11.031
Knitting Section:			
Night workers.....	53	0	11.693
Throwing mill men.....	51	0	11.252
Dyers and finishers:			
Permanent, 22½ years.....	65	6	14.451
Temporary, 22½ years.....	57	1	12.594
<i>Women</i>			
Manufacturing Section:			
Winders.....	28	6	6.233
Warpers.....	34	6	7.612
Twisters.....	34	4	7.575
Pickers.....	28	6	6.233
Making-up section.....	28	6	6.233
Smallwork, embroidery.....	28	6	6.233
Knitting, large firms.....	28	6	6.233
Knitting, small firms.....	30	6	6.729

Bleaching, Dyeing and Finishing

Wages in this industry are paid in the form of a basic rate plus a "cost of living wage" which fluctuates to correspond with the Ministry of Labour index of retail prices. The following tabulation of weekly wage rates for certain occupations has been compiled from the reports of wage decreases in the *Labour Gazette*, during 1921 and up to April 1922.

¹Great Britain, Minister of Labour. "Standard Time Rate of Wages and Hours of Labour at 31st December, 1920," pp. 88-89.

WEEKLY WAGE RATES IN TEXTILE DYEING AND FINISHING,
MARCH, 1922
(1 shilling at par=\$.243)

	Shillings and Pence		Dollars (Exchange March, 1922)
<i>Lancashire, Cheshire, Derbyshire</i>			
Bleaching, dyeing, calico printing and finishing:			
Males, time workers, 21 years and over.....	57	2	12.612
Females, time workers, 18 years and over.....	34	9	7.667
<i>Scotland</i>			
Males, time workers, 21 years and over..	53	2	11.730
Females, time workers, 18 years and over	31	9	7.005
<i>Lancashire, Cheshire, Derbyshire, Scotland</i>			
Turners, polishers, and varnishers in calico print works.....	57	2	12.612
<i>London</i>			
Workpeople employed in the cloth-work- ing trade:			
Dampers, sheet end.....	45	6	10.038
Dampers, bout end.....	58	0	12.796
Foremen.....	72	8	16.032
Table-hands, stock-keepers, carmen, front packers, etc.....	72	8	16.032
Pattern hands.....	72	10	16.253
Pressmen's mates, back packers, etc...	65	0	14.341
Examiners, rollers, and measurers.....	70	2	15.481
Press setters.....	77	2	17.025
Cutters.....	46	0	10.149
<i>Leek</i>			
Males in silk dyeing trade:			
Dyers and glossers, 22 years.....	57	0	12.594
Dyers and glossers, 22½ years and over.....	59	0	13.017
Adult mixers.....	59 to 67		13.017 to 14.782
Dyeing machinemen.....	59/6 to 61/6		13.127 to 13.568

Making-up and Packing

The following full-time weekly wage rates are reported for the making-up and packing industry in Manchester:¹

MINIMUM WEEKLY WAGE RATES IN THE MAKING-UP AND PACKING INDUSTRY, MANCHESTER, JANUARY, 1922

(1 shilling at par = \$.243)

	Shillings and Pence		Dollars (Exchange Jan., 1922)
<i>Males, 21 years and over</i>			
Hydraulic packers.....	74	8	15.795
Makers-up (grey).....	69	1	14.614
Cloth lookers.....	64	11	13.733
Markers-off, stampers, and pressers-off.....	64	2	13.574
Hoistmen, plaiters, cutters and lappers.....	60	0	12.693
Warehousemen.....	58	7	12.393
Porters.....	54	8	11.565
<i>Females, 18 years and over</i>			
Markers-off.....	39	1	8.268
Cutters.....	36	4	7.686
Stitchers, plaiters, tiers-up, parcellers, sorters, and tapers.....	34	11	7.387
General hookers.....	33	6	7.087
D'hootie hookers.....	30	9	6.505

Hosiery

According to official estimates, weekly wages in the hosiery trades in Midlands were, in December, 1920, 125% and in February, 1922, 75% above pre-war rates.² Minimum weekly rates for time workers in the hosiery industry in Dumfries and District, effective in March, 1922, were reported as follows:³

(1 shilling at par = \$.243)

	Shillings	Dollars (Exchange March, 1922)
Men.....	49	10.811
Women.....	28	6.178

¹Labour Gazette, August, 1921, to April, 1922, inclusive.

²Ibid., March, 1922, p. 108.

³Ibid., April, 1922, p. 179.

Linen

In February, 1922, minimum weekly wage rates for time-workers in the linen industry of Kirkaldy and District were as follows:¹

(1 shilling at par=\$.243)

	Shillings and Pence	Dollars (Exchange Feb., 1922)
Tenters and dressers.....	63	13.788
Lappers.....	59 6	13.022
Common labor.....	52	11.381

Flax and Hemp

Hourly time rates for male and female workers in the flax and hemp industry were fixed by Trade Board Agreement effective October 24, 1921.² No change was reported up to March, 1922, when a proposal was issued to reduce wages by amounts ranging from 2 shillings, 2 pence to 2 shillings, 11 pence in the case of adult male workers, and 2 shillings of female workers.³ Rates before the probable change are given below:

MINIMUM HOURLY WAGE RATES OF WORKERS IN FLAX AND HEMP TRADES OF GREAT BRITAIN, OCTOBER, 1921

(1 shilling at par=\$.243)

	Shillings and Pence	Dollars (Exchange Oct., 1921)
<i>Males, 21 years and over</i>		
Tenters with full charge.....	63	12.494
Under-tenters.....	43/3 to 54	8.577 to 10.709
Dressers, mounters, card-cutters, and hacklers.....	58 6	11.601
Others.....	48 6	9.618
Hose-pipe weavers employed on power or hand looms, piece-work basis time rate, hourly.....	1 4	.264
<i>Female, 18 years and over</i>		
Spinners, card-cutters, weavers, winders and warpers.....	32	6.346
Others.....	28	5.553

¹Labour Gazette, November, 1921 to April, 1922.

²Ibid., November, 1921, p. 613.

³Ibid., March, 1922, p. 148.

The following minimum hourly time rates for women in the flax and hemp industry in Ireland, varying according to the district of employment, have been compiled from the monthly reports of wage changes in the *Labour Gazette*:¹

MINIMUM HOURLY RATES FOR WOMEN IN THE FLAX AND HEMP
INDUSTRY IN IRELAND, OCTOBER, 1921

(1 penny at par=\$.020)

	Pence	Dollars (Exchange Oct., 1921)
Preparers		
Spreaders and carders.....	6 to 7	.099 to .116
Rovers and drawers.....	6 to 6¾	.099 to .112
Doffers.....	3¾ to 5	.062 to .083
Spinners		
Spinners and twisters.....	6½ to 7½	.107 to .124
Piecers.....	5¾ to 7	.095 to .116
Layers.....	4½ to 6	.074 to .099
Doffers.....	4¾ to 5½	.070 to .091
Driers, reelers and winders		
Machine yarn driers.....	6½ to 7½	.107 to .124
Reelers and wet winders.....	6 to 6¾	.099 to .112
Hank winders.....	6¾ to 7	.112 to .116
All others (except in weaving department)		
Over 18.....	5¼ to 5¾	.087 to .095

France

According to official figures of wages in the textile manufacturing industry in various localities of France, male workers were receiving an hourly wage of from .30 to .65 francs (par exchange, \$.058 to \$.125) in 1911. In 1921 they were earning from 1.465 to 3.28 francs (current exchange, \$.117 to \$.257). The percentages of increase in the hourly wages in 1921 over those in 1911 ranged from 388% to 638%. The increases in daily wages for various classes of workers ranged from 286% to 635%. The following tables show the rates for certain occupations in specified localities during the first quarter of 1921:²

¹*Labour Gazette*, February, 1921; to April, 1922, inclusive.

²*Bulletin de la Statistique Général*, July, 1921, pp. 341-352.

AVERAGE WAGES IN TEXTILE MANUFACTURING IN FRANCE, 1921
(1 franc at par=\$.193)

	LOCALITY	1921		Percentage of increase 1911-1921
		Francs	Dollars (Exchange 1921)	
	<i>Hourly</i>			
Cotton spinners.....	Roubaix.....	3.21	.257	484
Cotton spinners.....	Lille.....	2.69	.215	412
Cotton spinners.....	Troyes.....	2.95	.236	637
Wool spinners.....	Roubaix.....	3.28	.263	405
Wool spinners.....	Vienne.....	2.28	.183	551
Weavers.....	Roubaix.....	2.65	.212	562
Weavers.....	Elbeuf.....	2.05	.164	447
Weavers.....	Rouen.....	1.465	.117	388
Weavers.....	Epinal.....	2.00	.160	471
Weavers.....	Mazamet.....	2.00	.160	433
Weavers.....	Cities other than Paris.	1.85	.148	429
Rope makers.....	Cities other than Paris.	1.95	.156	413
	<i>Daily</i>			
Cotton spinners.....	Remiremont.....	16.00	1.281	256
Cotton spinners.....	Fraize.....	13.50	1.081	275
Cotton spinners.....	Brionne.....	12.00	.961	300
Wool spinners.....	Fourmies.....	20.80	1.665	494
Wool combers.....	Fourmies.....	18.00	1.441	635
Wool weavers.....	Fourmies.....	14.00 to 18.00	1.121 to 1.441	460 to 620
Wool weavers.....	Mazamet.....	13.50	0.181	286
Linen weavers.....	Armentières.....	18.00	1.441	350
Silk spinners (female)	Auduze.....	6.80	.544	325
Silk weavers.....	Amplepuis.....	13.00	1.041	306
Silk weavers.....	Tarare.....	13.00	1.041	333
Weavers (average)...	Cities other than Paris.	14.33	1.147	332
Rope makers.....	Cities other than Paris.	15.84	1.268	335

In the textile dyeing trades the following average wages were in effect at the beginning of 1921:¹

(1 franc at par=\$.193)

	1921	
	Francs	Dollars (Exchange 1921)
<i>Dyers, cleaners</i>		
Paris.....	34.00	2.772
Other cities.....	16.80	1.345
<i>Dyers</i>		
Amiens.....	18.00	1.441
Roanne.....	16.00	1.281

¹Bulletin de la Statistique Générale, July, 1921, pp. 341, 343.

The average hourly wages for male spinners and connectors at the beginning of 1921 were as follows:¹

AVERAGE HOURLY WAGES IN THE TEXTILE INDUSTRIES IN FRANCE, 1921

(1 franc at par=\$.193)

	Spinners		Connectors	
	Francs	Dollars (Exchange 1921)	Francs	Dollars (Exchange 1921)
<i>Cotton</i>				
Roubaix.....	3.21	.226	2.703	.190
Lille.....	2.69	.189	2.38	.167
Rouen.....	2.21	.155	1.32	.093
Troyes.....	2.95	.207	2.30	.162
Epinal.....	2.10	.148	1.785	.125
Mulhouse.....	2.25	.158	1.80	.127
<i>Carded wool</i>				
Roubaix.....	3.28	.231	2.87	.202
Elbeuf.....	2.50	.176	1.35	.095
Vienne.....	2.28	.160	2.03	.143
Lavelanet.....	2.20	.155	.....	.....
Castres.....	2.45	.172	.....	.....
Mazamet.....	1.70	.119	1.25	.088
<i>Combed wool</i>				
Roubaix.....	3.507	.247	2.869	.202
Elbeuf.....	2.75	.193	2.24	.157
Mulhouse.....	2.35	.165	1.88	.132

Daily wage rates in the textile trades at Fourmies fixed by agreement, effective from May 21, 1921, were reported as follows:²

(1 franc at par=\$.193)

	Francs	Dollars (Current Exchange)
Spinners.....	16.01 to 20.24	1.380 to 1.745
Tiers-up.....	8.00	.690
Apprentices after 6 months:		
14 years old.....	9.00	.776
15 years old.....	10.00	.862
Women (hourly).....	.90 to 1.20	.078 to .103

¹Bulletin de la Statistique Générale, July, 1921, p. 353.

²Bulletin du Ministère du Travail, October-December, 1921, p. 434.

The following tabulation of wages in the cotton manufacturing industry was published in *Le Nord Textile et La Vie Economique* and incorporated in the report of the United States Commercial Attaché at Paris, dated February 21, 1922¹:

WAGES PER HOUR IN COTTON MANUFACTURING DISTRICTS, 1922
(1 franc at par = \$.193)

	Spinners		Weavers		Warpers		Winders		Helpers	
	Francs	Dollars (Exch. 1922)	Francs	Dollars (Exch. 1922)	Francs	Dollars (Exch. 1922)	Francs	Dollars (Exch. 1922)	Francs	Dollars (Exch. 1922)
Rouen....	1.99	.160	1.319	.106	1.51	.122	1.215	.098	....	....
Troyes...	2.65	.213	....	....	....	....	....	....	....	....
Mulhouse.	2.145	.173	1.98	.159	1.58	.127	....	....	....	....
Roubaix-										
Tourcoing	2.81	.226	2.25	.181	1.85	.149	1.60	.129	1.85	.149
Epinal....	2.05	.165	1.78	.143	....	....	1.43	.115	1.43	.115

Belgium

Cotton

The following tabulation of wage rates in the cotton spinning industry in Ghent was furnished by the United States consul in that city and published in the *Monthly Labor Review*.² According to a later report, reduction of 10% on June 13, and 3% on July 1, 1921, were agreed upon.³

(1 franc at par = \$.193)

	1914		March 1, 1921		Percentage of increase 1914-1921
	Francs	Dollars (Par of Exchange)	Francs	Dollars (Exchange Mar., 1921)	
Mixers.....	0.27	.052	1.60	.119	493
Scutchers.....	.27	.052	1.65	.122	511
Spool carriers.....	.28	.054	1.60	.119	471
Cardsmen.....	.24	.046	1.25	.093	421
Strippers.....	.28	.054	1.75	.130	525
Help grinders.....	.32	.062	1.85	.137	478
Grinders.....	.37	.071	2.00	.148	441
Smearers.....	.27	.052	1.65	.122	511
Workmen.....	.27	.052	1.55	.115	474

¹United States. Bureau of Foreign and Domestic Commerce. *Commerce Reports*, April 10, 1922, p. 77.

²United States. Department of Labor. *Monthly Labor Review*, June, 1921, p. 67.

³*Labour Overseas*, April-June, 1921, p. 52.

Linen

The following minimum wage rates for linen workers at Rouler were determined by the Court of Arbitration, appointed to settle the wage conflict between employers and employees in the industry. Exceptionally good male workers and women of the same class who had had one year or more of experience, received at least 10% more:¹

HOURLY RATES IN LINEN TRADES, ROULER, FEBRUARY, 1922 (1 franc at par = \$.193)

	Francs	Dollars (Exchange Feb., 1922)
<i>Male</i>		
Weavers.....	1.60 to 2.20	.134 to .184
Sizers.....	1.90	.159
Winders, warpers, examiners, fine drawers, manglers, clippers, dressers, combers.....	1.80	.151
Measurers, dyers, oilers.....	1.70	.142
Common labor.....	1.65	.138
Mounters.....	2.10	.176
Foremen.....	2.30 to 2.50	.193 to .210
<i>Female</i>		
Winders.....	1.25	.105

Sweden

During 1921, successive reductions brought wages to a point 25% below the peak in 1920. By a new national agreement effective during 1922, further reductions were to take place, whereby, after April, 1922, wages for textile workers would be 40% lower than in 1920. Hourly rates, varying according to locality, were fixed as follows:²

(1 crown at par = \$.268)

	Crowns	Dollars (Exchange 1st Quar., 1922)
<i>January-March, 1922</i>		
Men over 21 years.....	.81 to .98	.209 to .253
Women over 18 years.....	.54 to .63	.140 to .163
<i>After April 1, 1922</i>		
Men over 21 years.....	.69 to .84	.178 to .217
Women over 18 years.....	.46 to .54	.119 to .140

¹*Revue du Travail*, February, 1922, p. 209.

²*Sociala Meddelanden*, 1922, No. 5, p. 387.

At the peak of earnings in 1920, male workers in the textile industry at Norrköping were earning 276% more than they were in 1920.¹ During 1921 wages were reduced 25% and by the national agreement of 1922, still further.

(1 crown at par=\$.268)

	Crowns	Dollars (Current Exchange)
<i>Male</i>		
1914.....	.34	.091
1920.....	1.28	.264
Jan. 1, 1922.....	.90	.225
April, 1922.....	.77	.201
<i>Female</i>		
1914.....	.20	.054
April, 1921.....	.83	.196
Jan. 1, 1922.....	.58	.145
April, 1922.....	.50	.131

Switzerland

According to information furnished by the Union Centrale des Associations Patronales Suisses,² hourly rates for various classes of workers in textile manufacturing in Switzerland were as follows:

(1 franc at par=\$.193)

	Francs	Dollars (Exchange 1921)
<i>Cotton manufacturing</i>		
Ring spinners (female).....	.90	.165
Mule spinners (male).....	1.35	.248
Weavers (male).....	1.05	.193
Weavers (female).....	.93	.171
<i>Wool manufacturing</i>		
Spinners, wool (male).....	1.48	.272
Weavers (male).....	1.28	.235
Weavers (female).....	.98	.180
Finishers (female).....	.88	.162
<i>Silk manufacturing</i>		
Weavers (female).....	1.00	.184
Weavers (female) ^a	1.26	.231
Dyers (male, over 20 years).....	1.883	.346
Dyers (male, over 20 years) ^a	1.942	.357
<i>Hosiery and knit goods manufacturing</i>		
Knitters (female).....	1.00	.184
Finishers (female).....	.87	.160

^aLarge cities.

¹*Ekonomisk översikt*, February, 1922, pp. 88-89.

²By letter.

Italy

A report in *Labour Overseas*¹ presented daily wages in the cotton, silk, wool, and textile dyeing industries in the province of Milan, June 1921, as given below. It further stated that a three-, four-, or five-day week was being worked at that time in Milan.

DAILY WAGES IN THE TEXTILE INDUSTRY IN MILAN, JUNE, 1921

(1 lira at par=\$.193)

	Lire	Dollars (Exchange June, 1921)
<i>Cotton</i>		
Spinners (men).....	22.00	1.132
Others (men).....	19.00 to 22.50	.978 to 1.158
Women.....	12.00 to 13.00	.618 to .669
<i>Silk</i>		
Skilled hands (women).....	8.50 to 9.00	.437 to .463
Others (women).....	6.50 to 8.00	.335 to .412
<i>Wool</i>		
Men.....	19.00 to 22.00	.978 to 1.132
<i>Dyeing</i>		
Dyers (men).....	18.50+7.75 ^a	.952+.399
Assistants (men).....	16.00+7.75 ^a	.824+.399
Women.....	10.00+5.10 ^a	.515+.262

^aCost of living bonus.

Silk

In June, 1921, the following daily wages were in effect in ribbon factories of Lombardy:²

DAILY WAGES IN RIBBON FACTORIES IN LOMBARDY, JUNE, 1921

(1 lira at par=\$.193)

	Lire	Dollars (Exchange June, 1921)
Time workers (women).....	14.00 to 16.60	.721 to .854
Piece workers (women).....	15.00 to 25.00	.772 to 1.287
Piece workers (men).....	20.00 to 40.00	1.029 to 2.059

¹*Labour Overseas*, April-June, 1921, p. 46.

²*Idem*.

The table below shows rates in the silk industry as fixed by agreement in various localities of Lombardy. Reductions up to 13% took place over rates as of previous settlements.¹

(1 lira at par=\$.193)

Locality and Occupation	Lire	Dollars (Current Exchange 1921)
<i>Brescia</i> , July 13, 1921		
Spinners		
1st class.....	4.30 to 8.55	.203 to .403
2nd class.....	4.05 to 8.20	.191 to .386
Spinning wheel operators.....	7.95 to 8.35	.375 to .394
<i>Induno Olona</i> , Oct. 1921		
Spinning and reeling:		
Women.....	7.40 to 9.00	.229 to .364
Twisters.....	16.00	.647
Boys.....	5.00	.202
<i>Milan</i> , Sept. 6, 1921		
Spinning:		
Adult women.....	7.50 to 8.50	.329 to .372
Male assistants.....	11.00 (min.)	.482
Spinning wheels:		
Winders (women).....	7.10 to 7.90	.311 to .346
Common laborers.....	7.10	.311
Spinners.....	13.50 (min.)	.591
(Work by contract).....	13.50 (min.)	.591
<i>Treviglio</i> , August, 1921		
Women:		
Weavers.....	8.00	.352
Winders.....	6.85	.301
Bobbin winders.....	7.20	.317
Replacers.....	6.50	.286

In February, 1922, daily wage rates in the Italian silk mills for various classes of female labor ranged from 3.36 lire for beginning twisters to 9.25 lire for skilled operators. Further details are given below:²

(1 lira at par=\$.193)

	Lire	Dollars (Exchange Feb., 1922)
Skilled spinners.....	8.75 to 9.25	.435 to .459
Apprentices.....	4.38 to 4.63	.218 to .230
Twisters.....	8.40 to 8.90	.417 to .422
Beginning twisters—1st month.....	3.36 to 3.56	.167 to .177
Beginning twisters—2nd month.....	3.78 to 4.00	.188 to .199
Beginning twisters—3rd month.....	4.20 to 4.45	.209 to .221

¹*Bolletino del Lavoro*, October, 1921, Part I, p. 371.

²*L'Organizzazione Industriale*, March 1, 1922, p. 9.

Other Textile Workers

Daily time rates for textile workers in Milan, in force from October 17 to December 31, 1921, were as follows:¹

(1 lira at par = \$.193)

	Lire	Dollars (Exchange Dec., 1921)
<i>Dyers, bleachers and allied occupations</i>		
<i>Men</i>		
From 12 to 15 years.....	6.30 to 8.10	.287 to .369
From 15 to 16 years.....	10.80	.492
From 16 to 18 years.....	12.60	.574
From 18 to 20 years.....	14.65	.667
Over 20 years.....	17.10	.779
<i>Women^a</i>		
From 12 to 15 years.....	6.30 to 8.10	.287 to .369
From 15 to 17 years.....	9.00	.410
Over 17 years.....	10.80	.492
<i>Printers and engravers (minimum rates)</i>		
Printers (one color).....	20.25	.923
Printers (many colors).....	22.05	1.005
Printers after 3 years' experience.....	21.15 to 22.95	.964 to 1.046
Helpers (skilled and non-skilled).....	18.90	.861

^aRate of pay equal with men's for equal work. Additional rates quoted are paid for all other work.

Wages in the textile dyeing industry, as established by agreements in Lombardy on October 9, and in Campania on August 9, 1921, were as follows:²

(1 lira at par = \$.193)

	Lire	Dollars (Current Exchange)
<i>Monza in Lombardy</i>		
<i>Work people, all classes</i>		
12-15 years.....	5.13+2.52 ^a	.208+.102
15-16 years.....	6.30+3.15 ^a	.255+.127
16-17 years.....	7.74+3.92 ^a	.313+.159
17-18 years.....	9.00+4.50 ^a	.364+.182
18 years and over.....	12.60+6.30 ^a	.510+.255
<i>Naples in Campania</i>		
<i>Men</i>		
Over 15 years.....	16.00	.704
Under 15 years.....	5.30	.233
Mechanics over 15.....	20.00	.880
<i>Women</i>		
Over 15 years.....	8.50	.374
Under 15 years.....	4.60	.202

^aCost of living bonus.

¹*Bollettino del Lavoro*, November, 1921, Part I, p. 530.

²*Ibid.*, October, 1921, Part I, p. 372.

Germany

The *Deutscher Textilarbeiter Verband*, representing 650,000 workers, in a report on conditions in the German textile industry in December, 1921, described wage rates as follows:¹

"Piece work wages in cotton spinning and weaving mills were from 8 to 16 marks an hour, according to district and grade. Wages in wool spinning mills were practically the same. Women workers over 20 years of age were paid from 6 to 9 marks an hour. The highest wages were in special branches, such as lace and curtain factories, where workers earned on an average 10 marks an hour, while piece work rates were generally proportionately higher.

"In the flax, hemp and jute industries wages were from 8.45 to 8.75 marks an hour. Married workers received a supplementary allowance of 40 pf. an hour, with 20 pf. extra per child. Girls from 14 to 20 were paid from 4 to 6.30 marks; while youths of the same age were paid 60 pf. more per hour. These were maximum wages, and were taken as basis in calculating piece work wages, which were at least 15% higher.

"In the Leipzig jute industry, wages varied from 9.25 to 11.55 marks. Foremen and overseers were paid one mark more per hour. Engineers and stokers were paid 10.35 marks an hour. An extra 15% is paid for night work. Other special work done during the night, or on holidays, was paid as time and a half; overtime as time and a quarter. The above wage rates were those fixed by the collective agreements in force at the end of the year.

"The report establishes a comparison between wages and the cost of living, in order to give some idea of the value of money. For example, the cost of a man's suit represents as a rule three weeks' work, a pair of boots from 35 to 40 hours, a kilogramme of beef 4 hours, two eggs one hour, a litre of milk about half an hour, a kilogramme of butter (at 90 marks per kilo.) from 9 to 10 hours. Butter, however, is no longer within the reach of the working classes, and was consequently replaced by margarine, which was equivalent to one day's work per kilo."

Spinning and Weaving

Monthly wage rates for designers in curtain and lace weaving establishments in the Free State of Saxony, as fixed by collective agreement effective from November 1, 1921 to January 31, 1922 are quoted in the following tabulation. Foremen and heads of departments received 300 marks per month in addition to the standard rate.

The following monthly wages in the spinning industry in Saxony as established by collective agreement, are reported:²

¹*Industrial and Labour Information*, February 24, 1922, pp. 26-27.

²*Reichs-Arbeitsblatt*, December 31, 1921, p. 1265.

MONTHLY WAGES IN THE SPINNING INDUSTRY IN SAXONY,
EFFECTIVE NOVEMBER 1, 1921, TO JANUARY 31, 1922

(1 mark at par = \$.238)

	Marks	Dollars (Exchange Dec., 1921)
Designers		
During first year after apprenticeship....	1,100	6.215
18-20 years.....	1,450	8.193
Over 30 years.....	2,800	15.820
Pattern makers		
After first year.....	1,000	5.650
18-20 years.....	1,250	7.063
Over 30 years.....	2,350	13.278
Combination pattern makers.....	100 (monthly payment additional to above rates)	.565
Copyists (female)		
During first year after apprenticeship....	600	3.390
Under 20 years.....	800	4.520
Over 20 years.....	900	5.085
Apprenticeship (2 months).....	75-600	.424-3.390
Lace drawers.....	1,700 to 2,800	9.605-15.820
Foremen.....	300 (monthly payment additional to above rates)	1.695

Another table suggests the range of hourly rates according to age, in the textile industry in Baden and Wurttemberg:¹

HOURLY WAGE RATES IN THE TEXTILE INDUSTRY IN SOUTHERN
GERMANY IN OCTOBER, 1921

(1 mark at par = \$.238)

	Baden		Wurttemberg	
	Marks	Dollars (Exchange Oct., 1921)	Marks	Dollars (Exchange Oct., 1921)
Men and boys				
Up to 14 years.....	1.70	.013	1.89	.015
Up to 18 years.....	3.25	.025	3.50	.027
Up to 20 years.....	4.70	.036	4.90	.038
Up to 25 years.....	5.40	.042	5.74	.044
Women and girls				
Up to 14 years.....	1.55	.012	1.68	.013
Up to 18 years.....	2.65	.021	2.87	.022
Up to 20 years.....	3.50	.027	3.43	.027
Up to 25 years.....	4.00	.031	3.99	.031

¹Daily News Record, New York City, October 20, 1921.

The German Federation of Trade Unions has reported hourly wages of weavers as established by collective agreements in different cities after March 31, 1922, as follows:¹

(1 mark at par=\$.238)

	Male		Female	
	Marks	Dollars (Exchange April, 1922)	Marks	Dollars (Exchange April, 1922)
Aachen.....	17.95	.064	17.95	.064
Berlin.....	17.50	.063	15.51	.056
Breslau.....	12.30	.044	9.60	.034
Chemnitz.....	15.75	.056	13.20	.047
Dresden.....	15.75	.056	13.20	.047
Düsseldorf.....	20.00	.072	15.40	.055
Erfurt.....	14.80	.053	9.65	.035
Hamburg.....	16.70	.060	11.10	.040
Hanover.....	12.75	.046	8.50	.030
Kiel.....	14.00	.050	9.00	.032
Leipzig.....	15.75	.056	13.20	.047
Munich.....	18.70	.067	13.90	.050
Plauen.....	15.75	.056	13.20	.047
Stuttgart.....	17.00	.061	12.75	.046

Wool

The hourly wage rates set by collective agreements for workers in the wool and worsted industry in Reichenbach from December 1, 1921, to January 31, 1922, are given below:²

(1 mark at par=\$.238)

	Marks	Dollars (Exchange Dec., 1921)
Spinners (tending 2 machines).....	11.35	.064
Spinners (tending 1 machine).....	10.20	.057
Skilled feeders, male and female		
14-16 years.....	5.10	.029
Over 20 years.....	7.35-9.65	.041-.054
Setters up		
14-16 years.....	3.95	.022
16-18 years.....	5.10	.029
Over 18 years.....	5.65	.032
Women learners, 14 years and over.....	3.75-7.20	.021-.041
Ring spinners, winders, etc.....	4.20-7.35	.024-.041
Packers, etc.....	3.75-6.50	.021-.037

¹Korrespondenzblatt des Allgemeinen Deutschen Gewerkschaftsbundes, May 20, 1922, p. 35.
²Reichs-Arbeitsblatt, January 15, 1922, p. 17.

Dyeing and Finishing

According to official figures, average hourly wage rates in the textile finishing industry in the Prefecture Annaberg as fixed by agreement, effective from November 1, 1921, to January 31, 1922, were as follows:¹

AVERAGE HOURLY RATES IN THE TEXTILE FINISHING INDUSTRY IN ANNABERG, JANUARY, 1922

(1 mark at par=\$.238)

	Marks	Dollars (Exchange Dec., 1921)
Skilled dyers		
Up to 20 years.....	7.50	.042
20-25 years.....	8.80	.050
Over 25 years.....	9.50	.054
Experienced dyers		
18-20 years.....	7.00	.040
Over 20 years.....	8.50	.048
Beginners (dyeing and finishing), rate increasing according to age.....	3.00-8.00	.017-.045
Female workers, rate increasing according to age.	2.50-5.20	.014-.029

¹*Reichs-Arbeitsblatt*, December 31, 1921, p. 1265.

VI CLOTHING MANUFACTURING

Great Britain

In the British clothing trades, the principal changes in 1921 took place as a result of orders issued under the Trade Board Acts. The minimum rates fixed under these Acts were reduced during the year in the case of females in the ready-made and in the wholesale custom and retail custom tailoring trades, and both males and females in the corset trade. Males in the retail custom tailoring trade suffered a further reduction in piece and time rates in February, 1922.¹ In the case of females, in the wholesale mantle, costume and laundry trades, there were increases and decreases which left the minimum rates at the same level at the end as at the beginning of the year. No change occurred for adults in the hat, cap and millinery and the shirt-making trades, until February, 1922, when the minimum rates as fixed by Trade Board Acts were reduced by amounts varying from one-half penny to four pence per hour.² In the dressmaking and women's light clothing trades, certain classes of women received an increase while other classes of adults had no change.³

Minimum hourly time rates in the wholesale mantle and costume trade as established by Trade Board Act effective April 17, 1922, are given in the following tabulation. Piece work basis time rates amounted to 1½ pence (exchange, April, 1922, \$.028) more per hour than the time rates quoted, while the standard piecework time rate for women was 8½ pence per hour (exchange, April, 1922, \$.156).⁴

¹*Labour Gazette*, March, 1922, p. 137.

²*Ibid.*, March, 1922, p. 138.

³*Ibid.*, January, 1922, p. 5.

⁴*Ibid.*, May, 1922, p. 239.

GENERAL MINIMUM TIME RATES IN THE WHOLESALE MANTLE
AND COSTUME TRADE, APRIL, 1922

	Shillings and Pence	Dollars (Exchange April, 1922)
<i>Males</i>		
Measure cutters, employed not less than 5 years, after the age of 19.....	1 7	.349
Cutters, pressers, fitters-up, 3 and 5 years experience.....	1/2¾ and 1/5 to 1/1	.271 to .312
Warehousemen, packers and porters.....	1/-	.220 to .239
All other males, over 22.....	1/-	.220
<i>Females</i>		
Cutters, trimmers, fitters-up (according to age).....	-/7½ to -/8½	.138 to .156
Others (including home workers).....	-/7½	.138
Learners (according to age and time of em- ployment).....	-/1¾ to -/6½	.032 to .119

Trade Board Acts fixed minimum time rates and piecework basis time rates effective for women workers in the retail custom tailoring industry on November 21, 1921¹ and for men workers on February, 22, 1922,² as follows:

MINIMUM HOURLY WAGE RATES IN RETAIL CUSTOM TAILORING
(1 shilling at par = \$.243)

Class of Worker	Shillings and Pence	Dollars (Exchange Feb., 1922)
<i>Time Workers</i>		
Females over 20 yrs. with 5 years experience.....	-/10¾	.196
Other females, not apprentices.....	-/ 8½	.155
<i>Piece Workers</i> (time rates)		
Females over 20 yrs., with 5 yrs. experience.....	-/11¾	.214
Other females, not apprentices.....	-/ 9½	.173
<i>Time workers</i>		
Males with 5 years experience, and less than 1 year additional employment.....	1 3	.274
Between 1 and 3 years additional employment.....	1 4	.292
More than 3 years additional employment.....	1 5	.310
<i>Special workers</i>		
General minimum time rate for all other workers, and other than apprentices and cutters.....	1 1	.237
<i>Piece workers</i> (time rates)		
Males with 5 years experience and less than 1 year additional employment.....	1 4½	.301
Between 1 and 3 years additional employment.....	1 5½	.319
More than 3 years additional employment.....	1 6½	.337

¹Labour Gazette, December, 1921, p. 657.

²ibid, March, 1922, pp. 137, 148.

France

The following table gives the general average hourly and daily wages in French clothing industries in 1921 as compiled by the French Department of Labor, together with the percentages of increase between 1911 and 1921:¹

GENERAL AVERAGE HOURLY AND DAILY WAGES IN THE CLOTHING INDUSTRY IN 1921, WITH PERCENTAGE OF INCREASE, 1911-1921

(1 franc at par = \$.193)

Occupation	Locality	Hourly		Percent. Increase 1911-1921	Daily		Percent. Increase 1911-1921
		Francs	Dollars (Exchange 1921)		Francs	Dollars (Current Exchange)	
Tailors (male).....	Paris	3.50	.280	367	28.00	2.242	273
	Other cities	2.20	.176	400	18.02	1.443	296
Ironers (female).....	Paris	2.00	.160	400	16.00	1.281	300
	Other cities	1.07	.086	386	8.73	.699	306
Dressmakers (female).	Paris	2.00	.160	471	16.00	1.281	357
	Other cities	1.17	.094	409	9.43	.755	313
Linen draper (female)	Paris	2.00	.160	567	16.00	1.281	433
	Other cities	1.11	.089	429	8.96	.717	331
Vest makers (female).	Paris	2.00	.160	300	16.00	1.281	220
	Other cities	1.22	.098	388	10.04	.804	302
Lace makers (female).	Paris	....	....	....	....	....	....
	Other cities	1.30	.104	491	10.49	.840	392
Embroiderers (female)	Paris	2.00	.160	...	16.00	1.281	...
	Other cities	1.18	.094	372	9.16	.733	275
Milliners (female)....	Paris	2.00	.160	300	16.00	1.281	220
	Other cities	1.17	.094	368	9.24	.740	273

Sweden

Tailoring

The weekly wages of male tailors in Stockholm increased from 31 crowns (par exchange, \$8.31) in 1914 to 100 crowns (par exchange, \$26.80; exchange, March, 1921, \$22.85) during the period of an agreement effective from March, 1920 to March, 1921. A new agreement extending from January 1, 1922 to March, 1922, reduced the weekly wages to 85 crowns (current exchange, January, 1922, \$21.23) the decrease amounting to 15%.²

Weekly earnings for wage earners in tailoring establishments as fixed by collective agreement effective from March, 1922 to March, 1923 were as follows:¹

¹*Bulletin de la Statistique Générale*, July, 1921, pp. 341-342.

²*Ekonomisk översikt*, February, 1922, pp. 88-89.

**WEEKLY WAGES IN TAILORING ESTABLISHMENTS, SWEDEN,
1922-1923**

(1 crown at par=\$.268)

	Mar. to Aug., 1922		After Sept. 1, 1922	
	Crowns	Dollars (Exchange March, 1922)	Crowns	Dollars (Exchange March, 1922)
Stockholm				
Men.....	75.00	19.757	70.00	18.440
Women.....	48.75	12.842	45.50	11.986
Göteborg				
Men.....	67.50	17.781	63.00	16.596
Women.....	43.87	11.556	40.95	10.787
Norrköping				
Men.....	63.75	16.793	59.50	15.674
Women.....	41.44	10.916	38.67	10.187
Örebro				
Men.....	60.00	15.806	56.00	14.752
Women.....	39.00	10.274	36.40	9.589
Kalamar				
Men.....	56.25	14.818	52.50	13.830
Women.....	36.56	9.631	34.13	8.991

Belgium

According to figures furnished by the Bourse Officiel du Travail² employees in the clothing trades in Brussels were receiving hourly wages ranging from 1 franc (current exchange, \$.070) to 3.25 francs (current exchange, \$.229) in November, 1921. Average hourly wages in specified occupations were as given in the following table:

**HOURLY WAGES OF CLOTHING WORKERS, BRUSSELS, NOVEMBER,
1921**

(1 franc at par=\$.193)

	Francs	Dollars (Exchange Nov., 1921)
Machine embroiderers.....	1.50 to 2.00	.106 to .141
Knitters.....	1.25 to 2.00	.088 to .141
Men's tailors, female.....	1.00 to 1.75	.070 to .123
Women's tailors, female.....	1.25 to 1.75	.088 to .123
Men's tailors.....	2.50 to 2.75	.174 to .194
Women's tailors.....	2.75 to 3.25	.194 to .229

¹*Sociala Meddelanden*, 1922, No. 5, p. 387.

²Cited in: United States. Department of Labor. *Monthly Labor Review*, March, 1921 p. 86.

Germany

In collective agreements concluded between employers and employees in the German clothing trades, the following hourly wage rates for different classes of labor are specified, effective from March 4, 1922:¹

(1 mark at par = \$.238)

Locality	Grade of Worker	Marks	Dollars (Exchange Mar., 1922)
Bonn.....	1	16.50	.067
	4	15.70	.064
	6	15.20	.062
Düsseldorf.....	1	16.50	.067
	3	16.25	.066
	4	16.00	.065
Cologne.....	1	16.50	.067
	3	16.20	.066
	5	15.70	.064
Berlin.....	1 and 2	16.00	.065
	3 and 5	15.50	.063
Frankfort-on-the-Main.....	1	16.00	.065
	2	15.70	.064
	3	15.45	.063
	4	15.25	.062
Hamburg.....	1 and 3	16.00	.065
	5	15.70	.064
Wiesbaden.....	1	15.00	.061
	2	14.70	.060
	3	14.40	.059
Bremen.....	1, 2, 4	14.00	.057
Breslau.....	2	13.70	.056
	4	13.35	.055
	5	13.00	.053
Hanover.....	1	13.70	.056
	3	13.40	.055
	5	13.10	.053
Munich.....	1	13.70	.056
	4	13.20	.054
	5	13.00	.053
Cassel.....	2	13.00	.053
	3	12.80	.052
	5	12.20	.050
Limburg.....	4	12.00	.049
Hanau.....	3 and 5	12.00	.049
Augsburg.....	2	11.50	.047
	3	11.25	.046
	5	11.00	.045
Weilheim.....	3	9.50	.039
	5	9.20	.037
	6	9.00	.037

¹*Bekleidungs Arbeiter*, Berlin, March 11, 1922, p. 47-48.

In the *Reichs-Arbeitsblatt* wage rates are given from time to time covering specific occupations in the waist manufacturing industry at Mülhausen, Thuringia. Rates effective during January and February, 1922 show increases from 78% to 100% over rates in effect March 1, 1921. Hourly wages for specified classes of workers effective from December 1 to December 31, 1921, were as follows:¹

(1 mark at par = \$.238)

	Marks	Dollars (Exchange Dec., 1921)
Independent cutters	4.05	.020
Cutters (helpers)	3.75	.019
First fitters and pressers	4.05	.020
Second fitters and pressers	3.75	.019
Button hole makers		
Under 20 years	3.40	.017
Over 20 years	3.80	.019
Seamstresses (after six months)		
1st year	3.00	.015
2nd year	3.30	.016
3rd year	3.60	.018

According to collective agreements reported to the General Federation of Trade Unions in Germany, hourly wage rates paid to male workers in tailoring establishments in various cities of Germany after March 31, 1922, were as given below:²

(1 mark at par = \$.238)

	Marks	Dollars (Exchange Apr., 1922)
Berlin	20.00	.072
Bremen	17.20	.062
Breslau	17.20	.062
Chemnitz	17.20	.062
Dresden	17.20	.062
Düsseldorf	21.00	.075
Essen	20.00	.072
Frankfort-on-Main	20.00	.072
Hamburg	20.00	.072
Hanover	17.20	.062
Kiel	17.20	.062
Leipzig	17.20	.062

¹*Reichs-Arbeitsblatt*, December 31, 1921, p. 1266.

²*Korrespondenzblatt des Allgemeinen Deutschen Gewerkschaftsbundes*, May 20, 1922, p. 35.

Italy

The Minister of Labor reported average daily wages of workers in the clothing industry in Milan, by agreement effective from October 26, 1921, as follows:¹

AVERAGE DAILY RATES IN THE CLOTHING INDUSTRY IN MILAN FROM OCTOBER 26, 1921

(1 lira at par = \$.193)

Class of Labor	Lira	Dollars (Exchange Oct., 1921)
Adult men.....	24.00	.971
Women.....	18.00	.728
Boys under 15.....	6.00	.243

Austria

Weekly wages of tailors in Vienna at the end of 1921 are given in the following table:²

WEEKLY WAGES OF TAILORS IN VIENNA, DECEMBER, 1921

(1 crown at par = \$.205)

	Crowns	Dollars (Exchange Dec., 1921)
Cutters (men's order trade).....	19,620	8.829
Men's tailors.....	15,224	6.851
Ladies' tailors.....	9,443 to 15,572	4.249 to 7.007
Ladies' tailors' helpers.....	4,198 to 9,072	1.889 to 4.082

An Austrian³ labor journal reports tailors' weekly earnings in Vienna for the first week in February, 1922, as 28,450 crowns (current exchange, \$9.60) with a 20% further increase probable up to March 11, 1922.³

¹*Bolletino del Lavoro*, December, 1921, Part I, p. 691.

²International Labor Office. *Industrial and Labour Information*, March 3, 1922, p. 39.

³*Oesterreichische Volkswirtschaft*, March 11, 1922.

VII

LEATHER MANUFACTURING

Great Britain

Leather Tanning

By agreement between the Leather Producers' Association for England, Scotland and Wales, and the National Leather Trades Federation, uniform hourly rates were adopted for skilled, semi-skilled, and unskilled laborers in the tanning and currying trades, and in hat leather manufacture. Rates for piece workers were adjusted so as to enable a worker of average ability to earn not less than 25% above the new basic time rates for corresponding grades of skill. Hourly rates for time workers in leather currying and tanning effective up to April, 1922, in various districts of Great Britain are given in the following table:¹

HOURLY WAGE RATES OF WORKPEOPLE IN MANUFACTURE OF
LEATHER, SEPTEMBER 5, 1921^a

(1 shilling at par = \$.243)

	Skilled		Semi-skilled		Unskilled	
	Shillings and Pence	Dollars (Ex- change April, 1922)	Shillings and Pence	Dollars (Ex- change April, 1922)	Shillings and Pence	Dollars (Ex- change April, 1922)
London district (within a 17-mile radius of Char- ing Cross).....	1 6	.331	1 4	.294	1 2	.257
London district (outside a 17-mile radius of Char- ing Cross).....	1 4	.294	1 2	.257	1 0	.220
Lancashire.....	1 5¼	.326	1 3¾	.289	1 1¾	.253
Yorkshire and northeastern counties.....	1 4¾	.308	1 2¾	.271	1 1	.239
Northamptonshire and sur- rounding counties.....	1 4¾	.308	1 2¾	.271	1 0½	.230
Walsall and Birmingham..	1 6	.331				
Worcester and Warwick...	1 4	.294	1 1¾	.253	1 0	.220

^a Women on jobs classified as semi-skilled were receiving 8 pence per hour in the London district, and 7½ pence in Yorkshire and the Northeastern Counties; on jobs of a lower category, 7 pence per hour in the London district. In London, male juniors 16 to 20½ years of age received from 5½ pence to 15 pence per hour, and female juniors, 16 to 18½ years, from 5 pence to 7½ pence per hour, according to their age and degree of skill. Wage rates for these groups outside of London were slightly less.

¹*Labour Gazette*, September, 1921, to May, 1922, inclusive.

HOURLY WAGE RATES OF WORKPEOPLE IN MANUFACTURE OF LEATHER, SEPTEMBER 5, 1921—*continued*

(1 shilling at par = \$.243)

	Skilled		Semi-skilled		Unskilled	
	Shillings and Pence	Dollars (Ex- change April, 1922)	Shillings and Pence	Dollars (Ex- change April, 1922)	Shillings and Pence	Dollars (Ex- change April, 1922)
<i>Hat Leather Workers¹</i>						
Ashton-under-Lyne ^b , Den- ton, Hyde and Stockport	1 4½	.303	1 2	.257	1 0½	.230
Northamptonshire and Nottinghamshire.....	1 4¾	.308	1 2¾	.271	1 0½	.230
Scotland.....	1 6	.331	1 4	.294	1 2	.257
Rural and remote districts.	1 3	.276	1 0	.220	0 11	.202

^bWomen in Ashton-under-Lyne, etc., received 26 shillings per week; male juniors, 18 to 20½ years, from 24 shillings to 39 shillings per week; and female juniors, 16 to 19 years, from 11 shillings to 19 shillings per week.

Boots and Shoes

The *Labour Gazette* summarizes wage conditions in the boot and shoe industry at July, 1914, December, 1920, and February, 1922, as follows:²

"In the manufacture of boots and shoes the minimum time-rate of wages for the principal classes of skilled workmen, 23 years of age and upwards, at the end of February, 1922, was 64 shillings a week. At the end of 1920 the corresponding minimum was 68 shillings, and before the war it was 30 shillings in most districts, though in a few cases it was 28 or 29 shillings. For men at the same ages in the heel-building departments and in the shoe and stock rooms the minimum in February was 61 shillings a week, compared with 65 shillings in December, 1920, and with a rate of 27 shillings a week adopted in 1914, to take effect from the beginning of 1915. For women of 20 years or over employed in certain operations in the closing and heel-building departments and the stock and shoe room the minimum rate was 38 shillings a week at February, 1922, compared with 40 shillings at December, 1920, and with 17 shillings or 18 shillings adopted in 1914, with effect from January, 1915."

¹Industrial Yearbook, London, 1922, p. 518.

²*Labour Gazette*, March, 1922, p. 108.

Comparative rates with exchange values for specified groups of labor are given below:

MINIMUM WEEKLY RATES IN THE BOOT AND SHOE INDUSTRY

(1 shilling at par = \$.243)

	Jan., 1915		Dec., 1920		Feb., 1922	
	Shillings	Dollars (Current Ex- change)	Shillings	Dollars (Current Ex- change)	Shillings	Dollars (Current Ex- change)
Skilled workmen (23 years of age and upwards)	28 to 30	6.813 to 7.300	68	11.937	64	14.132
Workers in heel-building depts. (23 years of age) . .	27	6.576	65	11.410	61	13.470
Women (20 years and over) in certain operations in heel-building dept.	17 to 18	4.141 to 4.384	40	7.022	38	8.391

Miscellaneous Leather Products

Hourly wage rates in other branches of leather product manufacturing in February, 1922, were as follows:¹

(1 shilling at par = \$.243)

	Shillings and Pence		Dollars (Exchange Feb., 1922)
Birmingham and Walsall Districts			
Made-up leather goods industry:			
Males	1	4	.292
Females	0	7½	.137
Gig saddle makers	1	5	.310
United Kingdom			
Leather belt manufacturing:			
Skilled workers	1	6	.328
Semi-skilled workers	1	2½	.264
Hyde and District			
Chamois leather dressing and glove-making:			
Skilled workers	1	6	.328
Semi-skilled workers	1	4	.292
Newcastle, Sunderland, Durham			
Saddlers	1	5	.310
Horse collar makers	1	7	.347
Lancashire and Cheshire			
Saddlers and harness makers	1	7	.347
Horse collar makers	1	8	.365

¹*Ibid.*, October to March, 1922, inclusive.

Glove Making

In the leather glove making trade in Worcester, North Devon, Yeovil and Oxford, skilled men were receiving 60 shillings per week in February, 1922, and women, 20 years of age and older, 8 pence per hour. Laborers in the same trade were receiving 15 pence per hour less $12\frac{1}{2}\%$ of total earnings.¹

France

According to information obtained by the French Government concerning wages in various industries in 1911 and 1921, hourly wages in the leather trades had increased from 333% to 425%, and daily wages from 247% to 400% during the ten-year period. Smaller increases took place in Paris than in cities outside of Paris. Rates for specific occupations in leather making were as follows:²

AVERAGE HOURLY AND DAILY WAGES IN LEATHER TRADES IN 1921

(1 franc at par = \$.193)

Occupation	Locality	1921		Percent- age of Increase 1911-1921
		Francs	Dollars (Exchange 1921)	
Hourly				
Tanners	Paris	3. 15	.252	385
	Other cities	2. 10	.168	425
Saddlers and harnessmakers	Paris	3. 15	.252	350
	Other cities	2. 07	.166	393
Shoemakers	Paris	3. 25	.260	333
	Other cities	1. 98	1. 59	421
Daily				
Tanners	Paris	25. 20	2. 018	288
	Other cities	17. 02	1. 363	316
Saddlers and harnessmakers	Paris	25. 20	2. 018	260
	Other cities	16. 83	1. 348	295
Shoemakers	Paris	26. 00	2. 082	247
	Other cities	16. 30	1. 305	313
Shoe operatives	Romans	10. 00	. 801	400
Glovemakers	Millau	17. 00	1. 361	300
Glovemakers	Niort	20. 00	1. 601	300
Glovemakers	St. Junien	16. 00	1. 281	344
Glovemakers (women)	Millau	14. 00	1. 121	833

¹Labour Gazette, March, 1922, p. 137.

²Bulletin de la Statistique Générale, July, 1921, pp. 341 and 343.

During the third week of December, 1921 shoe finishers in Gloron, France, according to newspaper report, received weekly wages from 45.40 francs to 94.55 francs (exchange, December, 1921, \$3.618 to \$7.534) or an average of 72.95 francs (exchange, \$5.813). Wages as quoted include a 10% bonus, and an additional cost-of-living allowance.¹

Sweden

Leather Trades

As the result of a national agreement, hourly wages of male workers in the tanning industry during the first six months of 1922 amounted to 1.23, 1.15, 1.03 and .93 crowns respectively in each of four locality groups, a reduction of from 23% to 30% from the highest wages in these groups. It was agreed to reduce these wages .10 crown beginning July 1. In the shoe industry, it was agreed that from January 1 wages in the four locality groups should be between 1.05 and .90 crowns for men, and between .67 and .58 crown for women with a reduction of .10 crown for men and .07 crown for women on July 1. The following table shows the average hourly wages in the tanning industry (locality group 2) and shoe industry (group 3) in 1914, at the peak of earnings, and in 1922.²

AVERAGE HOURLY WAGES IN THE LEATHER INDUSTRY
(1 crown at par = \$.268)

	Crowns	Dollars (Current exchange)
<i>Tanning Industry</i>		
Male		
1914	.40	.107
1920	1.39	.287
Jan., 1922	1.03	.257
July, 1922	.93	.240 ^a
<i>Shoe Industry</i>		
Male		
1914	.40	.107
1920	1.30	.268
Jan., 1922	.95	.237
July, 1922	.85	.220 ^a
Female		
1914	.24	.064
Dec., 1921	.92	.226
Jan., 1922	.61	.152
July, 1922	.54	.140 ^a

^aFirst quarter 1922 exchange used.

¹*Le Peuple*, March 9, 1922, p. 4.

²*Ekonomisk Översikt*, February, 1922, pp. 55, 88-89.

Wages in the glove industry in Skåne as fixed by agreement effective from January, 1922 until February 1, 1923, are as follows:¹

WEEKLY WAGES FOR WORKERS IN THE GLOVE INDUSTRY AT
SKÅNE, AS FIXED BY AGREEMENT

(1 crown at par = \$.268)

	Male		Female	
	Crown	Dollars (Exchange First Quarter, 1922)	Crown	Dollars (Exchange First Quarter, 1922)
Dec., 1921.....	85.00	21.964	50.00	12.920
Jan.-May 1, 1922...	63.75	16.477	37.50	9.692
May-Oct. 1, 1922...	59.50	15.378	35.00	9.046
Oct.-Feb. 1, 1923...	55.25	14.280	32.50	8.400

Boots and Shoes

By national agreement, effective during the year 1922, hourly wages for men workers were to be reduced 33% to 36%, and for women, 40% to 42% from the terms of the previous agreement. Rates, varying slightly between four localities, were as follows:²

(1 crown at par = \$.268)

	Crowns	Dollars (Exchange First Quarter, 1922)
January to June, 1922		
Men (over 19 years).....	.90 to 1.05	.233 to .271
Women (over 18 years).....	.58 to .67	.150 to .173
July to December, 1922		
Men (over 19 years).....	.80 to .95	.207 to .246
Women (over 18 years).....	.51 to .60	.132 to .155

Switzerland

Boots and Shoes

In October, 1921 male workers in the boot and shoe industry in small towns of Switzerland were earning from 115 centimes to 160 centimes per hour, according to occupation. Women were earning from 94 centimes to 100 centimes per hour. Rates for specified trades are shown in the following table:³

¹*Ekonomisk översikt*, February, 1922, pp. 53-56.

²*Sociala Meddelanden*, Stockholm, 1922, no. 5, p. 387.

³Figures supplied by the Union Centrale des Associations Patronales Suisses.

AVERAGE HOURLY EARNINGS IN THE BOOT AND SHOE MANUFACTURING INDUSTRY IN SMALL TOWNS ON OCTOBER 1, 1921

(1 franc at par = \$.193)

	Male		Female	
	Francs	Dollars (Exchange Oct., 1921)	Francs	Dollars (Exchange Oct., 1921)
Cutters.....	1.45	.266		
Stitchers.....	1.40	.257	.94	.173
Lasters.....	1.60	.294		
Vampers.....			.90	.165
Finishers.....	1.40	.257	1.00	.184
Unskilled laborers.....	1.15	.211		

Germany

The German Federation of Trade Unions in a tabulation of rates as established by collective agreements after March 31, 1922, gave the following hourly wages for skilled male and female workers in the shoe and leather industry. Rates varied according to the classification of cities under the cost-of-living scale system.¹

HOURLY WAGES IN THE LEATHER INDUSTRY, APRIL, 1922

(1 mark at par = \$0.238)

	Male				Female			
	Leather Goods		Shoe Making		Leather Goods		Shoe Making	
	Marks	Dollars (Ex- change April, 1922)	Marks	Dollars (Ex- change April, 1922)	Marks	Dollars (Ex- change April, 1922)	Marks	Dollars (Ex- change April, 1922)
Berlin.....	21.00	.075	20.00	.072	13.80	.049	15.00	.054
Bremen.....	20.00	.072	20.00	.072	13.00	.047	15.00	.054
Breslau.....	20.00	.072	20.00	.072	13.00	.047	15.00	.054
Chemnitz.....	20.75	.074	20.00	.072	13.55	.049	15.00	.054
Dresden.....	20.75	.074	20.00	.072	13.55	.049	15.00	.054
Düsseldorf.....	20.75	.074	20.00	.072	13.55	.049	15.00	.054
Essen.....	20.75	.074	.....	....	13.55	.049	.....	....
Frankfort-on- Main.....	20.75	.074	20.00	.072	13.55	.049	15.00	.054
Hamburg.....	21.00	.075	20.00	.072	13.80	.049	15.00	.054
Hanover.....	20.75	.074	20.00	.072	13.55	.049	15.00	.054
Hildesheim.....	18.50	.066	19.20	.069	11.90	.043	14.40	.052
Leipzig.....	20.75	.074	20.00	.072	13.55	.049	15.00	.054

¹Korrespondenzblatt des Allgemeinen Deutschen Gewerkschaftsbundes, May 20, 1922, p. 35.

VIII

SAND, CLAY AND GLASS PRODUCTS

Great Britain

Pottery

A British official journal reports that at the end of February, 1922 the general level of wage rates in the pottery industry was $66\frac{2}{3}\%$ above the pre-war level as compared with $108\frac{1}{3}\%$ at the end of 1920. In 1919 the hours of labor were reduced from 52 to 47 per week without any reduction in weekly rates of wages. In March, 1922 wages of pottery workers in certain districts of England and Scotland, calculated on the basis of gross earnings as of December, 1920 reported in the "Standard Time Rates of Wages and Hours of Labour," minus subsequent total reductions of 20%, inclusive of the $66\frac{2}{3}\%$ incorporated bonus, were as follows:¹

WEEKLY MINIMUM RATES OF POTTERY WORKERS, MARCH, 1922

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange Feb., 1922)
Placers and saggar makers (daily)	11 8	2.551
Warehouse women and girls (13 to 21 years)	10/6 to 26/8	2.296 to 5.832
Dipping-house women (1st to 3rd year of experience)	20/ to 30/	4.374 to 6.561
Laborers, over 21	50/	10.934
Stokers, over 21	53 9	11.754
Enginemmen	58 4	12.757
Earthenware potter's attendants (13 to 21 years)	11/8 to 26/8	2.551 to 5.832
Females employed in electrical fittings section		
Glost and biscuit warehouse (13 to 21 years)	11/ to 26/7	2.406 to 5.813
Pressers, fettlers, dippers and cleaners (14 to 21 years)	13/ to 28/	2.843 to 6.123
Glost placers and biscuit placers working with men in placing-houses (14 to 21 years)	14/ to 30/	3.062 to 6.561
Female printers, decorators, and transferrers (13 to 21 years)	11/11 to 28/2	2.606 to 6.160

¹Labour Gazette, March, 1922, p. 109.

Glass

The following table shows the wage rates for various classes of workers in the glass industry in specified localities:¹

HOURLY WAGE RATES IN THE GLASS WORKING INDUSTRY

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange April, 1922)
Yorkshire, London, Manchester		
Flint glass bottle makers and blowers ^a	4 4	.955
Glasgow		
Glass embossers, painters and fret lead glaziers	2	.441
Glass bevellers, silverers and cutters	1 6	.331
Newcastle-on-Tyne and Gateshead		
Lead light glaziers, glass painters, etc.	1 10	.404
Leeds, Bradford, Sheffield, Huddersfield, Hull and York		
Decorative glass workers	1 10	.404
London		
Silverers and cutters in plate glass trade	1 9¾	.399
Siders and fitters in plate glass trade	1 8¾	.381

^aPer move.

Brick Making

Wage rates in the brick industry in various localities, are presented in the table below. The latest hourly rate available in each case is reported up to May, 1922.²

HOURLY WAGE RATES IN THE BRICK MAKING INDUSTRY ADOPTED BETWEEN NOVEMBER, 1921 AND APRIL, 1922

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Current Exchange)
Peterborough and District		
Oilers	1 2	.247
Laborers	1 0¾	.216
Fitters	1 7¼	.339
Burners	73 (weekly)	15.443
Women	0 7	.123
Sheffield and District		
Brickmakers, 21 years and over	1 3½	.273
Buckley and District		
Fire brick makers	51 (weekly)	10.060

¹*Labour Gazette*, August, 1921, to May, 1922, inclusive.

²*Ibid.*, December, 1921 to May, 1922, inclusive.

France

Pottery

According to official figures, average hourly wages for workers in the pottery industry in Paris had increased 483% from 1911 to 1921; in other cities they had increased 417%. Average daily earnings had increased 367% in Paris, 330% in other cities. Average wages per hour and per day in 1921 were as follows:¹

AVERAGE HOURLY AND DAILY WAGES IN THE POTTERY INDUSTRY IN 1921

(1 franc at par = \$.193)

	Francs	Dollars (Exchange First Quarter, 1921)
<i>Hourly Wages</i>		
Paris.....	3.50	.280
Other cities.....	2.17	.174
<i>Daily Wages</i>		
Paris.....	28.00	2.242
Other cities.....	18.33	1.468

Glass

The percentage increase between hourly earnings of glaziers in 1911 and in the first half of 1921 was 289% in Paris, and 384% in other cities. Below are shown the average wages for 1921:²

AVERAGE HOURLY AND DAILY WAGES OF GLAZIERS IN 1921

(1 franc at par = \$.193)

	Francs	Dollars (Exchange First Quarter, 1921)
<i>Hourly Wages</i>		
Paris.....	3.50	.280
Other cities.....	2.37	.190
<i>Weekly Wages</i>		
Paris.....	28.00	2.242
Other cities.....	19.52	1.563

¹Bulletin de la Statistique Générale, July, 1921, p. 342.

²Idem.

The following table shows the average daily wages of glass makers in three specified localities of France in 1921:¹

AVERAGE DAILY WAGES OF GLASS MAKERS IN 1921

(1 franc at par = \$.193)

	Francs	Dollars (Current Exchange)
Albi.....	24.00	1.922
Châlon-sur-Saône.....	29.00	2.322
Rive-de-Gier.....	25.00 to 50.00	2.002 to 4.003

Brick Making

According to official figures, wages of brick makers in the first half of 1921 were as follows:²

AVERAGE HOURLY AND DAILY WAGES OF BRICK MAKERS IN 1921

(1 franc at par = \$.193)

	Francs	Dollars (Exchange First Quarter, 1921)
<i>Hourly Wages</i>		
Cities outside of Paris.....	2.35	.188
<i>Daily Wages</i>		
Cities outside of Paris.....	19.95	1.597

Marble

Marble workers at Cousolres were receiving an average wage of 18.00 francs to 19.00 francs per day (current exchange, \$1.441 to \$1.521) in the first half of 1921, as compared with from 5.00 francs to 8.00 francs (par exchange \$.964 to \$1.542) in 1911.³

¹*Bulletin de la Statistique Générale*, July, 1921, p. 343.

²*Ibid.*, p. 342.

³*Ibid.*, p. 343.

Sweden

Glass

By a national agreement the wage rate for unskilled workers in the small glassware establishments was fixed at .55 crown (current exchange, \$.142) per hour for the year ending February 1, 1923, a decrease of 45% from the terms of the 1920 agreement. Rates for piecework were reduced approximately 45% during the same period.¹

Italy

Pottery

According to a wage agreement in September, 1921, adult male pottery makers in Milan received from 18 lire to 25 lire (current exchange, \$.789 to \$1.095) and boys from 6 lire to 10 lire (current exchange \$.263 to \$.438) per day. Women of the first class received 15 lire (current exchange, \$.657) and of the second class 12 lire (current exchange, \$.526). The rates set by the agreement are as follows:²

DAILY WAGES IN THE POTTERY INDUSTRY IN MILAN FROM SEPTEMBER, 1921

(1 lira at par = \$.193)

	Lire	Dollars (Exchange Sept., 1921)
Adult workers, first class.....	25	1.095
Boys, first class.....	10	.438
Adult workers, second class.....	20	.876
Boys, second class.....	8	.351
Adult workers, third class.....	18	.789
Boys, third class.....	6	.263
Adult women, first class.....	15	.657
Girls, first class.....	7	.307
Adult women, second class.....	12	.526

Glass

Daily wages of glass makers in Milan, as fixed by a wage agreement of September 27, 1921 were as follows:³

¹*Ekonomisk översikt*, February, 1922, p. 54.

²*Bollettino del Lavoro*, November, 1921, Part I, p. 528.

³*Idem*,

DAILY WAGES IN THE GLASS INDUSTRY IN MILAN
FROM SEPTEMBER, 1921

(1 lira at par = \$.193)

	Lire	Dollars (Exchange Sept., 1921)
Men over 18 years	25	1.095
Boys under 18 years	14	.613
Women	15	.657
Grinders (5 day week)	40	1.753

Marble

Daily wages paid to marble workers in Stazzema, Tuscany according to a collective agreement effective August, 1921, whereby a reduction of about 19% took place, were as follows:¹

(1 lira at par = \$.193)

	Lire	Dollars (Exchange Aug., 1921)
Head miners	22.20	.977
Miners	18.95 to 20.00	.834 to .880
Laborers	17.70	.779
Apprentices	12.00	.528

Granite

Daily wage rates paid to workers in granite quarries in Lombardy in October, 1921 were:²

(1 lira at par = \$.193)

	Lire	Dollars (Exchange Oct., 1921)
Chisellers	20	.809
Stone cutters	20	.809
Masons	20	.809
Common labor	14	.566
Blacksmiths	20	.809
Boys	6	.243

¹*Bollettino del Lavoro*, October, 1921, Part 1, p. 367.

²*Ibid.*, December, 1921, Part 1, p. 688.

Germany

Glass

The *Reichs-Arbeitsblatt* reports hourly rates for glass lens workers in Leipzig as fixed by collective agreement effective beginning January 13, 1922, as follows:¹

(1 mark at par = \$.238)

Trade	Marks	Dollars (Exchange Jan., 1922)
Cutters		
Pattern and letter cutters		
18-21.....	10.40	.063
21-25.....	11.80	.071
Over 25.....	12.60	.076
Tracers, polishers, etc.		
18-21.....	9.50	.057
21-25.....	10.70	.064
Over 25.....	11.50	.069
Balance and mannikin cutters		
18-21.....	10.15	.061
21-25.....	11.40	.069
Over 25.....	12.05	.073
Polishers		
18-21.....	8.05	.049
21-25.....	10.75	.065
Over 25.....	11.40	.069
Assistant coaters		
18-21.....	8.05	.049
21-25.....	10.75	.065
Over 25.....	11.40	.069
Melters		
18-21.....	10.40	.063
21-25.....	11.80	.071
Over 25.....	12.50	.075
Common labor		
16-18.....	7.10	.043
18-21.....	8.35	.050
21-25.....	9.65	.058
Over 25.....	10.20	.061
Women		
16-18.....	5.85	.035
18-21.....	6.40	.039
21-25.....	7.50	.045
Over 25.....	7.75	.047
Workers under 16		
Male.....	5.65	.034
Female.....	5.40	.033

In 11 representative cities of Germany, the average hourly earnings of skilled glaziers in March, 1922 ranged from 13.00

¹*Reichs-Arbeitsblatt*, February 28, 1922, p. 127.

marks in Breslau (current exchange, \$.053) to 19.00 marks in Düsseldorf (current exchange, (\$.077), as in the following table:¹

HOURLY EARNINGS OF GLAZIERS, MARCH, 1922

(1 mark at par = \$.238)

	Marks	Dollars (Exchange March, 1922)
Berlin	18.00	.073
Bremen	15.00	.061
Breslau	13.00	.053
Chemnitz	14.50	.059
Dresden	14.50	.059
Düsseldorf	19.00	.077
Kiel	14.00	.057
Frankfort-on-Main	15.00	.061
Hamburg	18.20	.074
Hanover	14.00	.057
Leipzig	14.00	.059

Austria

Glass

The following table shows the average earnings of workers in the glass trades in the first week of February, 1922. It was estimated that by March 11, 1922 they would have risen 20%.²

ACTUAL EARNINGS IN THE GLASS TRADES IN VIENNA, FEBRUARY, 1922

(1 crown at par = \$.205)

Trade	Crowns	Dollars (Exchange Feb., 1922)
Cutters	19,920	7.221
Highly skilled blowers	32,000	11.600

¹Korrespondenzblatt des Allgemeinen Deutschen Gewerkschaftsbundes, May 20, 1922, pp. 22-27.

²Oesterreichische Volkswirt, March 11, 1922, p. 568.

IX

CHEMICALS

Great Britain

Heavy Chemicals

In a review of changes in wage rates during the year 1921, the *Labour Gazette* states that wages of heavy chemical workers were reduced generally by 4 pence per hour, or 19% to 21% of the rates prevailing before the reductions were made.¹ After further small decreases at the beginning of 1922, minimum time rates on April 1, 1922 were as follows:²

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange April, 1922)
Day laborers	1 0	.220
Shift workers	1 2	.257

According to figures published by the *Labour Gazette*, in April, 1922 plumbers employed in chemical works were receiving the following hourly wages:³

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange April, 1922)
London	2 2	.478
Manchester	1 11	.422
Huddersfield	1 11	.422
Runcorn, Swansea, Widnes	1 10	.404
Birmingham	1 11	.422

¹*Labour Gazette*, January, 1922, p. 5.

²*Ibid.*, May, 1922, p. 230.

³*Ibid.*, March, 1922, p. 142; May, 1922, p. 230.

Drugs and Fine Chemicals

For workers employed in the drug and fine chemical manufacturing industry, the following weekly wage rates, effective beginning August 1, 1921,¹ continued in operation up to April, 1922:

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange April, 1922)
Men, 21 years and over		
Class 1 (process workers, drug grinders, pill and tablet makers, first class counter- men, including stock-keepers)	68	14.988
Class 2 (packers for transport, countermen)	63	13.886
Class 3 (bottle washers, laborers)	58	12.784
Juniors, 15 to 21	20 to 45	4.408 to 9.918
Women, 18 years and over		
Class 1 (first class counter hands)	39	8.596
Class 2 (pill, tablet and suppository makers)	37	8.155
Class 3 (counterhands)	34 6	7.604
Class 4 (bottle washers and finishers)	31 6	6.943
Juniors, 15 to 18	16/6 to 24/6	3.637 to 5.400

Paint, Color and Varnish

Under agreement arrived at by the Joint Industrial Council for the Paint, Color and Varnish Trade, minimum weekly rates for specific classes of workers in January, 1922 were as follows:²

WEEKLY RATES IN PAINT, COLOR AND VARNISH TRADES, UNITED KINGDOM, JANUARY 1, 1922

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange Jan., 1922)
Males, 21 years and over	57 0	12.058
20 years	47 6	9.943
14 years	14 6	3.067
Females, 21 years	31	6.558
14 years	11 8	2.468

¹*Labour Gazette*, September, 1921, p. 498.

²*Ibid.*, February, 1922, p. 90.

Salt

Small reductions in rates for timeworkers in the salt manufacturing industry in Tees-side, Middleswich, Northwich and Winsford districts, resulted in the following hourly wages, effective from March 1, 1922:¹

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange March, 1922)
Day laborers.....	1	.221
Shift workers.....	1 2	.257

Soap and Candle Manufacture

Reductions in December, 1921 resulted in minimum time rates for workers in the soap and candle manufacturing industry, as follows:²

MINIMUM WEEKLY RATES IN THE SOAP AND CANDLE MANUFACTURING INDUSTRY, DECEMBER, 1921

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange Dec., 1921)
Men, 21 years and over		
Larger industrial centers.....	61	12.744
Port Sunlight and Bromborough Pool....	68	14.206
Other centers.....	59	12.326
Women, 18 years and over		
Larger industrial centers.....	33 6	6.999
Port Sunlight and Bromborough Pool ^a	36	7.521
Other centers.....	30	6.267

^aAfter one year's service.

Printing Ink Manufacture

The following table shows the minimum weekly rates for workers employed in the printing ink and roller manufacturing industry in London after a reduction of 5 shillings per week in October, 1921. Weekly wages of workers in the provinces were 10% lower than those in London.³

¹Labour Gazette, April, 1922, p. 182.

²Ibid., November, 1921, p. 607; January, 1922, p. 38.

³Ibid., January, 1922, p. 38.

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange Jan., 1922)
Male workers—grade 1.....	87 6	18.510
Male workers—grade 2.....	77 6	16.395
Male workers—grade 3.....	70	14.808
Male workers—grade 4.....	67 6	14.279
Women, 21 years and over.....	45	9.520

Germany

The following table shows the trend of wages in the chemical industry in Frankfort-on-the-Main from 1914 to July, 1921. The increase is about 1,250% for the whole period, the greatest rise occurring between January 1 and July 1, 1920. Between January 1, 1920 and July 1, 1921 wages of workers in large chemical factories increased 191% and those in small chemical factories increased 205%.¹

AVERAGE HOURLY WAGE RATES IN CHEMICAL FACTORIES

IN FRANKFORT-ON-THE-MAIN

(1 mark at par = \$.238)

	Workers in Large Factories <i>a</i>		Workers in Small Factories <i>b</i>	
	Marks	Dollars (Current Exchange)	Marks	Dollars (Current Exchange)
1914.....	.48	.114	....	....
January 1, 1920.....	2.20	.044	2.00	.040
July 1, 1920.....	5.50	.146	5.00	.133
December 1, 1920...	6.00	.087	5.70	.083
May, 1921.....	6.40	.109	6.10	.104
July, 1921.....	6.40	.086	6.10	.082

a These include large factories of dye.

b These include some of the smaller factories of pharmaceutical articles, cosmetics and soap.

The German Federation of Trade Unions has reported wage data for skilled workers in over fifty localities. The table following shows the rates in 11 representative cities in March, 1922. In addition to regular earnings, family allowances are paid for each wife and child, varying from 6 marks in Munich and Augsburg to 30 marks per week in Cologne:²

¹United States. Department of Labor. *Monthly Labor Review*, December, 1921, p. 99.

²*Korrespondenzblatt des Allgemeinen Deutschen Gewerkschaftsbundes*, May 20, 1922, pp. 22-29.

HOURLY EARNINGS IN THE CHEMICAL INDUSTRY, MARCH, 1922

(1 mark at par = \$.238)

	Male		Female	
	Marks	Dollars (Exchange March, 1921)	Marks	Dollars (Exchange March, 1922)
Berlin.....	14.00	.057	9.45	.039
Bremen.....	13.20	.054	.....	.....
Breslau.....	10.45	.043	6.95	.028
Chemnitz.....	13.25	.054	8.30	.034
Dresden.....	13.25	.054	8.30	.034
Düsseldorf.....	17.60	.072	11.30	.046
Essen.....	15.40	.063	10.78	.044
Frankfort-on-Main..	14.30	.058	8.70	.035
Hamburg.....	13.75	.056	8.80	.036
Hanover.....	12.00	.049	7.90	.032
Leipzig.....	13.25	.054	8.30	.034

According to a collective agreement published in *Vorwaerts*,¹ chemical workers of the second grade were to receive, beginning April 13, 1922, 16 marks per hour (current exchange, \$.057); beginning April 20, 18 marks per hour (current exchange, \$.070); and from April 27, 20 marks per hour (current exchange, \$.088). Handworkers and skilled workers received from 1 to 1.35 marks more per hour. Women workers received from 60% to 70% of the above wages.

Sweden

In the Stockholm chemical technical factories, the 1920-1921 wages were reduced 20% during the first six months of 1922 and a further reduction of 10% on 1920-1921 wages was agreed upon for the last half of the year 1922.²

HOURLY WAGES IN THE CHEMICAL TECHNICAL FACTORIES

(1 crown at par = \$.268)

	Crowns	Dollars (Current Exchange)
1920-1921.....	1.50	.340
First half 1922.....	1.20	.310
Second half 1922.....	1.04	.269

¹*Vorwaerts*, Berlin, April 29, 1922 (morning edition).

²*Ekonomisk översikt*, February, 1922, pp. 53-56.

X

PAPER, PRINTING AND BOOKBINDING

Great Britain

Printing and Bookbinding

The *Labour Gazette*, for January, 1922, in a review of wage changes during the year 1921, estimates that on the basis of the recognized time rates of wages at the end of 1920, reductions ranged from 5% to 6% in the case of hand compositors, from 7½% to 9% in the case of bookbinders and from 6% to 8% in the case of women. In London, however, no reduction was made in the rates of wages of newspaper printers during the year 1921.¹

The following table shows the average weekly rates in the printing and bookbinding industry in 1914 and in February, 1922 in 27 towns of Great Britain. The increase was 141% for hand compositors and 155% for bookbinders and machine rulers. The normal work week in February, 1922 was 48 hours as compared with 50 to 51 hours in 1914.²

AVERAGE (UNWEIGHTED) WEEKLY TIME RATES IN THE PRINTING
AND BOOKBINDING INDUSTRIES IN 27 TOWNS IN
GREAT BRITAIN
(1 shilling at par = \$.243)

	August 4, 1914		February 28, 1922	
	Shillings and Pence	Dollars (Exchange Aug., 1914)	Shillings and Pence	Dollars (Exchange Feb., 1922)
Hand compositors on book and jobbing work.....	35 8	9.541	86 2	19.027
Bookbinders and machine rulers.....	33 11	9.073	86 7	19.119

In January, 1922 wages of certain classes of male and female workers in the printing industry in Belfast were decreased by

¹*Labour Gazette*, January, 1922, p. 5.

²*Ibid.*, March, 1922, p. 108-109.

amounts ranging from 1 shilling to 2 shillings, 6 pence per week. The minimum rates after the change were as follows:¹

MINIMUM WEEKLY RATES IN THE PRINTING AND BOOKBINDING
TRADES IN BELFAST, JANUARY, 1922

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Current Exchange)
Compositors (jobbing)	87	18.308
Compositors, morning news	99	20.833
Compositors, evening news	89 6	18.834
Lithographic printers	90	18.939
Electrotypers and stereotypers	87	18.308
Cutters (employed over five years)	73	15.362
Laborers	51 6	10.838
Male bookbinders	87	18.308
Qualified pagers and sewers (women)	35	7.365
Journeywomen, other	33	6.944

The following table shows the minimum weekly rates of specified workers in the printing industry in London and other towns, after a reduction in wages in the first week of January, 1922:²

MINIMUM WEEKLY TIME RATES IN THE PRINTING INDUSTRY IN
ENGLAND, JANUARY, 1922

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Current Exchange)
London		
Machine managers	90 6	19.045
Copper plate and steel engravers and die sinters	92 6	19.465
Journeyman relief engravers	92 6	19.465
Other towns and cities		
Jobbing compositors		
Grade I towns	90	18.939
Grade II towns	87	18.308
Grade III towns	84	17.677
Grade IV towns	81	17.045
Grade V towns	78	16.414
Grade VI towns	75	15.783

¹*Labour Gazette*, March, 1922, p. 139.

²*Ibid.*, February, 1922, p. 89.

The minimum weekly rates of jobbing compositors and lithographic printers in various cities of Scotland, January, 1922, were as follows:¹

MINIMUM WEEKLY RATES IN THE PRINTING INDUSTRY IN
SCOTLAND, JANUARY, 1922

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Current Exchange)
Jobbing compositors		
Aberdeen.....	86	18.063
Dundee.....	89	18.729
Edinburgh (male).....	88	18.518
Edinburgh (female).....	61 3	12.889
Glasgow.....	90	18.939
Lithographic printers		
Aberdeen.....	87 6	18.413
Dundee.....	89	18.729
Edinburgh.....	90	18.939
Glasgow.....	90	18.939

Envelopes and Stationery

Wage rates of workers employed in the envelope and stationery manufacturing industries in various localities in England were reduced in February, 1922. The rates of specified workers in London are shown in the following table. Wages in other towns were lower than in London, except for cutters and head warehousemen at Manchester who received 1 shilling more per week than the same class of workers in London.²

WEEKLY RATES FOR ADULT WORKERS IN THE ENVELOPE AND
STATIONERY MANUFACTURING INDUSTRIES IN LONDON,
FEBRUARY, 1922

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange Feb., 1922)
Cutters, packers and head warehousemen...	78 6	17.180
Assistant packers and warehousemen.....	75	16.414
Porters.....	68	14.882
Women.....	42	9.192

¹*Labour Gazette*, February, 1922, p. 89.

²*Ibid.*, October, 1921, p. 552; February, 1922, p. 89.

Paper Making

Wages in the paper manufacturing industry in Great Britain are automatically regulated in accordance with the index number of retail prices, rents, etc., published by the British Ministry of Labour. Under this arrangement, wages were reduced in June, 1921, December, 1921 and February, 1922. The minimum rates effective from February 1, 1922 were as follows:¹

MINIMUM HOURLY WAGE RATES IN THE PAPER MANUFACTURING INDUSTRY IN GREAT BRITAIN, FEBRUARY, 1922

(1 shilling at par = \$.243)

	North and South of England		West of England, Scotland and Ireland	
	Shillings and Pence	Dollars (Exchange Feb., 1922)	Shillings and Pence	Dollars (Exchange Feb., 1922)
Men (21 years of age and over)				
Class I.	1 7	.347	1 6	.328
Class II dayworkers.	1 2¼	.260	1 1¼	.242
Class II shiftworkers.	1 4	.292	1 3	.274
Class III dayworkers.	1 0¾	.233	11 ¾	.214
Class III shiftworkers.	1 2½	.264	1 1½	.246
Boys and youths (under 21 years)				
14 years.	3¾	.068	3¾	.059
18 years.	9	.164	8½	.155
20 years.	11½	.210	11	.201
Juniors doing adult work of Class II				
18 years—shiftworkers.	1 1½	.246	1 0¾	.233
18 years—dayworkers.	1 0½	.228	11 ¾	.214
19 years—shiftworkers.	1 3	.274	1 2¼	.260
19 years—dayworkers.	1 1¾	.251	1 1	.237
20 years—shiftworkers.	1 4	.292	1 3¼	.278
20 years—dayworkers.	1 2¼	.260	1 1½	.246
Women and girls.				
14 years.	3¾	.059	2¾	.050
17 years.	6½	.119	6	.109
18 years and over.	7½	.130	6½	.121

Paper Bag and Box Making

The table following shows the rates effective in the paper box and paper bag manufacturing industries in Great Britain beginning November 4, 1921:²

¹Labour Gazette, August, 1921, p. 433; January, 1922, p. 37; March, 1922, p. 139.

²Ibid., November, 1921, p. 614; December, 1921, p. 659.

MINIMUM HOURLY WAGE RATES IN THE PAPER BOX AND BAG INDUSTRIES, NOVEMBER, 1921

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Current exchange)
Paper box making		
Males (18 years and over)		
Machine minders, die makers, form set- ters, cutters and head stock keepers....	1 8½ to 6½	.142 to .298
Females		
Workers (other than learners).....	8¼	.136
Paper bag making		
Males (21 years and over)		
Machine tacklers, hydraulic pressers, slitters, paper bag cutters, stock keep- ers, packers and dispatchers.....	1 2¾ to 6¾	.242 to .308.
Other workers (except learners).....	1 3¼	.251
Females		
Workers (other than learners).....	8¼	.136

France

Printing and Bookbinding

According to official French figures, the average wage rates for printers, compositors and binders in 1921 were as follows:¹

AVERAGE WAGES IN THE PRINTING TRADES, FRANCE, 1921

(1 franc at par = \$.193)

Occupation	Locality	Francs	Dollars (Exchange 1st Quar., 1921)	Percent- age Increase 1911- 1921
<i>Hourly</i>				
Printers, compositors.....	Paris	3.45	.276	331
	Other cities	2.31	.185	362
Binders.....	Paris	3.20	.256	300
	Other cities	2.25	.180	423
<i>Daily</i>				
Printers, compositors.....	Paris	27.60	2.210	283
	Other cities	18.54	1.484	275
Binders.....	Paris	25.60	2.050	220
	Other cities	17.86	1.430	282

¹Bulletin de la Statistique Générale, July, 1921, p. 34.

Paper

Average daily wages of workers in the paper industry in 1921 were as follows:¹

(1 franc at par = \$.193)

Occupation	Locality	Francs	Dollars (Exchange, 1921)	Percentage Increase 1911-1921
Papermakers	Angoulême	12.50	1.001	285
Papermakers	St. Junien	12.40	.993	...
Papermakers	Fraize	13.50	1.081	238
Cigarette papermakers . .	Angoulême	8.00 to 15.00	.641 to 1.201	200 to 220
Cigarette papermakers . .	Perpignan	9.00	.721	414
Decorated papermakers . .	Châlons-sur-Marne	20.25	1.621	305

Belgium

Printing

According to the Printer's Federation, average hourly wages rose from 0.44 francs in 1914 to 1.89 francs in 1920 and 2.37 francs in the first quarter of 1921, a total increase of 407%. The Joint Committee agreed to a reduction of 6% during the second quarter of 1921; the reduction to vary according to the locality and nature of the work from 5.60 to 8.00 francs a week.²

AVERAGE HOURLY WAGES IN THE PRINTING INDUSTRY

(1 franc at par = \$.193)

	Francs	Dollars (Current Exchange)	Percentage Increase Over 1914
1914	0.44	.085	...
1920	1.89	.143	330
First quarter 1921	2.37	.174	439
Second quarter 1921	2.23	.179	407

¹Bulletin de la Statistique Générale, July 1921, p. 343 ff.

²Labour Overseas, January-March, 1921, p. 56.

Sweden

Printing

By national agreement effective from January to December, 1922 workers in printing establishments are to receive reductions at intervals of four months during the year, amounting in all to 35% from the terms of the previous agreement. Wages for skilled lithographers, varying according to the workers' locality, are as follows:¹

MINIMUM HOURLY RATES FOR LITHOGRAPHERS

(1 crown at par = \$.268)

	Crowns	Dollars (Exchange 1st Quarter, 1922)
January to April		
Skilled workers after 5-year apprenticeship...	.90 to 1.06	.233 to .274
Skilled workers beginning with 4th year of employment.....	1.16 to 1.37	.300 to .354
May to August		
Skilled workers after 5-year apprenticeship...	.85 to .99	.220 to .256
Skilled workers beginning with 4th year of employment.....	1.09 to 1.28	.282 to .331
September to December		
Skilled workers after 5-year apprenticeship...	.77 to .91	.199 to .235
Skilled workers beginning with 4th year of employment.....	1.00 to 1.17	.258 to .302

Skilled engravers and pressmen of four years' apprenticeship received 5 to 7 öre (current exchange, \$.013 to .018) less per hour than lithographers in each grouping above.

Experienced compositors in private printing establishments in locality Group 3, received 26 crowns (current exchange, \$6.968) per week in 1914, 77.4 crowns (exchange from \$17.00 to \$16.55) from July, 1920 to July, 1921, and 65.5 crowns (current exchange, \$16.929) from January, 1922 to July, 1922, an increase of 152% above 1914.²

Bookbinding

No reduction in wages in the bookbinding trades was reported during 1921. By national agreement, however, effective from January to December, 1922 reductions were

¹*Sociala Meddelanden*, 1922, No. 5, p. 387.

²*Ekonomisk översikt*, February, 1922, p. 89.

arranged to take place January 1, May 1, and September 1, amounting in all to approximately 35% from the rates in operation under the previous agreement. Minimum hourly rates for bookbinders as established according to five grades of towns were as follows:¹

(1 crown at par = \$.268)

	Crowns	Dollars (Exchange 1st Quarter, 1922)
January to April		
Skilled workers, after 4-year apprenticeship...	.80 to 1.00	.207 to .258
Skilled workers, beginning with 4th year of employment.....	1.04 to 1.30	.269 to .336
May to August		
Skilled workers, after 4-year apprenticeship...	.72 to .90	.186 to .233
Skilled workers, beginning with 4th year of employment.....	.96 to 1.20	.248 to .310
September to December		
Skilled workers, after 4-year apprenticeship..	.68 to .85	.176 to .220
Skilled workers, beginning with 4th year of employment.....	.88 to 1.10	.227 to .284

Paper Manufacture

Workers in paper pulp establishments in five wage districts, by the national agreement effective from March, 1922 to the end of the year, were to receive the following hourly wage rates:²

(1 crown at par = \$.268)

	Crowns	Dollars (Exchange March, 1922)
March-June		
Skilled workers.....	.75 to .96	.198 to .253
Others (over 18 years).....	.58 to .75	.153 to .198
July-October		
Skilled workers.....	.69 to .88	.182 to .232
Others (over 18 years).....	.54 to .69	.142 to .182
November-December		
Skilled workers.....	.67 to .86	.176 to .227
Others (over 18 years).....	.52 to .67	.137 to .176

¹*Sociala Meddelanden*, 1922, No. 5, p. 386.

²*Idem*.

Italy

Printing

Wages of workers in daily newspaper establishments in Palermo, Sicily, as fixed by an agreement effective from October 1921 to January 1922, are shown in the following table. The rates represented an increase of from 6.80 lire to 11.50 lire over rates in effect by previous agreement, and were paid on the basis of an eight-hour day and seven-hour night.¹

WEEKLY WAGES IN THE PRINTING INDUSTRY AT PALERMO, SICILY, 1921-1922

(1 lire at par = \$.193)

Occupation	Lire	Dollars (Exchange Oct., 1921)
Printers		
Foremen.....	145.80	5.899
Workers.....	88.00 to 126.50	3.560 to 5.118
Stereotypers		
Foremen.....	140.40	5.681
Workers.....	91.80 to 110.00	3.714 to 4.451
Compositors (hand).....	103.40 to 110.00	4.184 to 4.451
Compositors (chief).....	167.40	6.773
Auxiliary workers.....	77.00	3.115
Linotypists		
Technicians (head).....	151.20	6.118
Workers.....	132.84	5.376

Paper Making

Daily wages of paper makers in Abruzzo for an eight-hour day, October, 1921 were as follows:²

(1 lira at par = \$.193)

	Lire	Dollars (Exchange Oct., 1921)
Skilled workers.....	18.00	.728
Common labor, male.....	12.00	.486
Common labor, female.....	10.00	.405

¹*Bollettino del Lavoro*, October, 1921, Part 1, p. 373.

²*Ibid.*, December, 1921, Part I, p. 689.

Germany

Printing

The table following¹ shows the hourly wage rates in the printing trades in Greater Berlin as fixed by collective agreement, effective from October 20, 1921. Unmarried male workers over 24 years of age were earning from 8.14 marks to 10.53 marks per hour. Married male workers were earning from 8.31 marks to 10.72 marks per hour.

(1 mark at par = \$.238)

	Unmarried		Married	
	Marks	Dollars (Exchange Oct. 20, 1921)	Marks	Dollars (Exchange Oct. 20, 1921)
Trained workers				
Up to 21 years.....	8.89	.062	9.07	.063
21 to 24 years.....	9.55	.066	9.73	.068
Over 24 years.....	9.80-10.05	.068-.070	9.99-10.24	.069-.071
Machine operatives.....				
Up to 21 years.....	9.37	.065	9.55	.066
21 to 24 years.....	10.03	.070	10.21	.071
Over 24 years.....	10.28-10.53	.071-.073	10.47-10.72	.073-.075
Machine operatives.....				
(Large machines)				
Up to 21 years.....	9.09	.063	9.27	.064
21 to 24 years.....	9.75	.068	9.93	.069
Over 24 years.....	10.00-10.25	.070-.071	10.19-10.44	.071-.073
Rotary machine operatives				
(Small machines)				
Up to 21 years.....	9.04	.063	9.22	.064
21 to 24 years.....	9.70	.067	9.88	.069
Over 24 years.....	9.95-10.20	.069-.071	10.14-10.39	.070-.072
Skilled workers				
Up to 18 years.....	6.54	.045	.....	.....
18 to 24 years.....	8.29	.058	8.46	.059
Over 24 years.....	8.34-8.54	.058-.059	8.51-8.71	.059-.061
Unskilled workers				
Up to 15 years.....	2.60	.018	2.60	.018
	increasing		increasing	
	to		to	
Over 24 years.....	8.14	.057	8.31	.058
Skilled workers (female)				
Up to 18 years.....	5.43	.038	.....	.....
18 to 24 years.....	6.43	.045	6.53	.045
Over 24 years.....	6.48-6.68	.043-.046	6.58-6.78	.046-.047
Unskilled workers (female)				
Up to 17 years.....	4.83	.034	4.83	.034
	increasing		increasing	
	to		to	
Over 24 years.....	6.26	.044	6.36	.044

¹Reichs-Arbeitsblatt, December 31, 1921, p. 1266.

According to figures published in *Wirtschaft und Statistik*, weekly wages of printers over 24 years of age in Berlin had increased over 1,600% between July, 1914, and February, 1922. Wage rates in February, 1922 were as follows:¹

(1 mark at par = \$.238)

	February, 1922	
	Marks	Dollars (Exchange Feb., 1922)
Single workers.....	591.00	2.975
Married workers.....	613.00	3.086

The following minimum weekly rates for married workers in printing establishments were established by 'collective agreements after March 31, 1922. Machine compositors received from 40 to 50 marks more. The variation in rates is due to the differences in the cost of living in different localities.²

WEEKLY RATES FOR MARRIED WORKERS IN THE PRINTING INDUSTRY, APRIL, 1922

(1 mark at par = \$.238)

	Assistants		Male Helpers		Female Helpers		Female Press Feeders	
	Marks	Dollars (Ex- change April, 1922)	Marks	Dollars (Ex- change April, 1922)	Marks	Dollars (Ex- change April, 1922)	Marks	Dollars (Ex- change April, 1922)
Berlin.....	933	3.344	794.60	2.848	485.75	1.741	559.70	2.006
Bremen.....	905	3.244	760.75	2.727	447.50	1.604	492.25	1.764
Breslau.....	872	3.126	741.20	2.657	436.00	1.563	479.60	1.719
Chemnitz.....	872	3.126	741.20	2.657	436.00	1.563	479.60	1.719
Dresden.....	895	3.208	760.75	2.727	447.50	1.604	492.25	1.764
Düsseldorf.....	970	3.477	760.75	2.727	447.50	1.604	492.25	1.764
Essen.....	970	3.477	760.75	2.727	447.50	1.604	492.25	1.764
Frankfort-on-Main.....	895	3.208	760.75	2.727	447.50	1.604	492.25	1.764
Hamburg.....	933	3.344	804.80	2.885	447.50	1.604	521.99	1.871
Hanover.....	872	3.126	741.20	2.657	436.00	1.563	479.60	1.719
Kiel.....	886	3.176	741.20	2.657	436.00	1.563	479.60	1.719
Leipzig.....	895	3.208	760.75	2.727	447.50	1.604	492.25	1.764

¹ *Wirtschaft und Statistik*, February 2, 1922, p. 121.

² *Korrespondenzblatt des Allgemeinen Gewerkschaftsbundes*, May 20, 1922, p. 35.

Average hourly rates in the bookbinding industry in twelve representative cities are given as follows:¹

HOURLY WAGES IN THE BOOKBINDING INDUSTRY, MARCH, 1922

(1 mark at par = \$.238)

	Male		Female	
	Marks	Dollars (Exch. March, 1922)	Marks	Dollars (Exch. March, 1922)
Berlin.....	15.70	.064	9.15	.037
Bremen.....	14.85	.061	8.40	.034
Breslau.....	15.90	.065	8.80	.036
Chemnitz.....	14.00	.057	7.75	.032
Dresden.....	14.85	.061	8.40	.034
Düsseldorf.....	16.15	.066	9.10	.037
Essen.....	15.30	.062	8.45	.034
Frankfort-on-Main.....	14.85	.061	8.40	.034
Hamburg.....	14.85	.061	8.40	.034
Hanover.....	14.85	.061	8.40	.034
Kiel.....	14.00	.057	7.75	.030
Leipzig.....	14.85	.061	8.40	.034

Paper

In the Province of Hanover, the worker, in addition to his regular wage, was allowed 7 marks per week (December 1921 exchange, \$.035) for his wife, if not gainfully employed, and for each child under 14 years of age. The hourly rates as fixed by agreement effective December 1, 1921, were as follows:²

(1 mark at par=\$.238)

	Marks	Dollars (Exchange Dec., 1921)
Machinists.....	7.90- 9.20	.039- .046
Hand papermakers.....	7.70- 8.90	.038- .044
Rolling machine tenders.....	7.70- 8.80	.038- .044
Rolling machine helpers, boiler helpers.....	7.55- 8.70	.037- .043
Laborers, slag drivers.....	7.45- 8.70	.037- .043
Unskilled workers (over 21 years).....	7.45- 8.70	.037- .043
Craftsmen (locksmiths, masons, carpenters, etc., over 21 years).....	7.95- 9.00	.039- .045
Semi-skilled workers (female).....	4.50- 5.20	.022- .026

¹Korrespondenzblatt des Allgemeinen Deutschen Gewerkschaftsbundes, May 20, 1922, pp. 22-28.

²Reichs-Arbeitsblatt, December 31, 1921, p. 1265.

The following hourly wage rates in the paper industry in Thuringia, Saxony, as fixed by collective agreements effective from January 1, 1922, were reported in the *Reichs-Arbeitsblatt*. The rates vary between localities according to the cost of living.¹

HOURLY RATES IN THE PAPER INDUSTRY IN THURINGIA,
FROM JANUARY 1, 1922

(1 mark at par = \$.238)

	Marks	Dollars (Exchange Jan., 1922)
Machine operators		
First machine assistant		
16-18.....	4.80- 6.25	.027-.035
18-21.....	7.11- 8.35	.039-.046
Over 21.....	8.55- 9.90	.047-.055
Second machine assistant		
16-18.....	4.10- 5.75	.023-.032
18-21.....	6.40- 7.85	.035-.044
Over 21.....	8.05- 9.40	.045-.052
Rag machine grinders.....	8.60-10.00	.048-.055
Rag machine assistants, etc.....	8.05- 9.40	.045-.052
Machine operators.....	8.55- 9.90	.047-.055
Helpers		
16-18.....	4.00- 5.65	.022-.031
18-21.....	6.30- 7.70	.035-.043
Over 21.....	7.95- 9.30	.044-.052
Woodgrinders and pulp makers.....	7.95- 9.30	.044-.052
Common labor		
14-16.....	2.85- 4.20	.016-.023
16-18.....	4.00- 5.65	.022-.031
18-21.....	6.30- 7.75	.035-.043
Over 21.....	7.95- 9.30	.044-.052
Women		
14-16.....	2.10- 3.40	.012-.019
16-18.....	3.25- 4.60	.018-.026
18-21.....	4.40- 5.40	.024-.030
Over 21.....	4.80- 5.80	.027-.032

Rates for skilled workers in the paper manufacturing trades and in cardboard box manufacturing establishments, as furnished by the German Federation of Trade Unions, in March, 1922 were as follows:²

¹*Reichs-Arbeitsblatt*, February 28, 1922, p. 127.

²*Korrespondenzblatt des Allgemeinen Deutschen Gewerkschaftsbundes*, May 20, 1922, pp. 22-28.

HOURLY RATES IN THE PAPER INDUSTRY, MARCH, 1922

(1 mark at par=\$.238)

	Male				Female			
	Paper manufacturing industry		Cardboard box manufacturing		Paper manufacturing industry		Cardboard box manufacturing	
	Marks	Dollars (Ex-change March, 1922)	Marks	Dollars (Ex-change March, 1922)	Marks	Dollars (Ex-change March, 1922)	Marks	Dollars (Ex-change March, 1922)
Berlin.....	12.15	.050	16.40	.067	8.40	.034	9.85	.040
Bremen.....	.....	.....	14.25	.058	.....	.....	8.20	.033
Breslau.....	10.85	.044	14.25	.058	7.10	.029	8.20	.033
Chemnitz.....	13.65	.056	14.25	.058	8.20	.033	8.20	.033
Dresden.....	13.65	.056	14.25	.058	8.20	.033	8.20	.033
Düsseldorf.....	16.45	.067	14.25	.058	10.05	.041	8.20	.033
Essen.....	.....	.....	14.25	.058	.....	.....	8.20	.033
Frankfort-on-Main.....	.....	.....	14.25	.058	.....	.....	8.20	.033
Hamburg.....	12.60	.051	15.05	.061	7.50	.031	8.65	.035
Hanover.....	.....	.....	14.25	.058	.....	.....	8.20	.033
Kiel.....	.....	.....	13.50	.055	.....	.....	7.70	.031
Leipzig.....	13.65	.056	14.25	.058	8.20	.033	8.20	.033

Austria

According to data given in *Wirtschaft und Statistik*, March 1922 wages of book printers in Austria had increased 17,810% between January, 1914 and October, 1921. The minimum weekly wages of book printers in Vienna in these periods are as follows:¹

(1 crown at par=\$.205)

	Crowns	Dollars (Current Exchange)
January, 1914.....	38	7.699
October, 1921.....	6,806	4.424

In February, 1922 male workers in the paper and printing industries were earning between 14,450 and 25,000 crowns per week, while women were earning between 8,700 and 10,000 crowns. It was estimated that by March 11 wages had risen 20% above these figures.²

¹*Wirtschaft und Statistik*, March 1, 1922. Cited in the *Economic Review*, April 7, 1922, p. 488.

²*Oesterreichische Volkswirtschaft*, March 11, 1922.

ACTUAL EARNINGS IN PAPER AND PRINTING TRADES IN
VIENNA, FEBRUARY, 1922
(1 crown at par=\$.205)

	Crowns	Dollars (Exchange Feb., 1922)
Women helpers in paper making.....	10,000	3.625
Female labor in paper products.....	8,760	3.176
Skilled men in paper products.....	20,153	7.305
Printers' helpers.....	14,452	5.239
Typesetters (newspapers).....	25,000	9.063

XI

WOODWORKING

Great Britain

Furniture

In the furniture trades, wages are fixed by agreements between the local employers' associations and the National Amalgamated Furnishing Trades Association and the Amalgamated Union of Upholsterers. Wages are generally paid on an hourly basis, which varies between different localities. There has been a levelling of wages since 1914, however, which has tended to eliminate this variation. At the same time a general reduction in hours has diminished the percentage increase in weekly earnings.

As illustrative of the general trend in wages in the furniture trade, the following official figures are taken from the *Labour Gazette*.¹ In December, 1920 the increases over 1914 in average weekly wages for cabinet makers, upholsterers, and french polishers were, respectively, 157%, 161%, and 175%. Up to the end of February, average weekly wages for the same groups of workmen had declined from 17% to 18%, leaving wages 111%, 116% and 125% above pre-war rates. Hours of labor were 44 to 47 in 1922, as compared with 49½ to 54 in 1914.

AVERAGE (UNWEIGHTED) WEEKLY TIME RATES IN THE FURNITURE TRADES IN 17 TOWNS, GREAT BRITAIN

(1 shilling at par = \$2.43)

	Aug. 4, 1914		Dec. 31, 1920		Feb. 28, 1922	
	Shillings and Pence	Dollars (Current Exchange)	Shillings and Pence	Dollars (Current Exchange)	Shillings and Pence	Dollars (Current Exchange)
Cabinet makers.	39 9	\$10.633	102 1	\$18.037	83 9	\$18.608
Upholsterers. . . .	38 9	10.366	101 1	17.860	83 7	18.571
French polishers.	37 1	9.920	101 11	18.007	83 6	18.553

¹*Labour Gazette*, March, 1922, p. 108.

The following hourly rates for specified trades in the furniture industry were reported effective in February, 1922:¹

(1 shilling at par=\$.243)

Locality		Shillings and Pence	Dollars (Exchange Feb., 1922)
London	Cabinet makers and upholsterers . .	1 10	.401
	French polishers	1 9½	.392
	Carpet and blind section	1 9	.383
	Upholstresses	1 11½	.210
	Female french polishers	1 1½	.246
Middlesbrough, Stockton, and Hartlepool	Cabinet makers	2	.438
	Others	1 11½	.429
Leeds, Bradford and Halifax	Cabinet makers and upholsterers .	1 9½	.392
	All-around machinists	1 10½	.410
York and Ripon . .	Cabinet makers, upholsterers and french polishers	1 8	.365
Manchester and Stockport Districts	Cabinet makers, upholsterers and polishers	1 10	.401
	Laborers	1 6	.328
	Upholstresses and female polishers	1 1	.237

Hourly rates in the packing case making industry in various districts, effective during the early part of 1922, were reported in the same source.²

(1 shilling at par=\$.243)

Locality		Shillings and Pence	Dollars (Current Exchange)
London	Laborers	1 3	.271
Liverpool	Packing case makers	1 9	.380
	Sawyers and woodcutting machinists	1 11	.416
Birmingham	Packing case makers	1 5	.310
Scotland (except Aberdeen)	Journeymen, packing case makers	1/6 and 1/7	.326 and .344
	Woodcutting machinists	1 7	.344

¹*Ibid.*, pp. 139-140.

²*Ibid.*, p. 140.

In the saw-milling industry the following hourly rates were effective from the end of February, 1922:¹

(1 shilling at par = \$.243)

Locality		Shillings and Pence	Dollars (Exchange March, 1922)
Birmingham.....	Sawyers and machinists.....	1 6	.331
	Deal carriers and laborers.....	1 3	.276
Bristol.....	Machinists.....	1 7	.350
Cardiff.....	Woodcutting machinists and sawyers.....	1 9	.386
Scotland.....	Woodcutting machinists (journey-men).....	1 7	.350

Vehicles

Men employed by the National Employers' Association of Vehicle Builders are paid according to a town grading system, whereby uniform rates of wages are fixed for certain occupations in towns of the same grade, with variations from month to month according to the cost of living. Rates as of February 1, 1922 were as follows:²

(1 shilling at par=\$.243)

	Grade of Town	Shillings and Pence	Dollars (Exchange Feb., 1922)
Bodymakers, wheelwrights, coach joiners and finishers, smiths, painters, trimmers, mounters, general machinists and sawyers	A	1 8	.361
	B	1 7	.343
	C	1 4½	.298
	D	1 3½	.280
Coach fitters.....	A	1 7	.343
	B	1 6	.325
	C	1 3½	.280
Vicemen.....	A	1 3	.271
	B	1 2½	.262
	C	1 1½	.244
Hammermen or strikers, and brushhands...	A and B	1 1	.235
	C	1 0½	.226

¹*Labour Gazette*, March, 1922, p. 140.

²*Ibid.*, September, 1921, p. 497; March, 1922, p. 140.

The National Federation of Vehicle Trades, covering a somewhat different district, paid minimum hourly rates in London as follows:¹

(1 shilling at par=\$.243)

	Shillings and Pence	Dollars (Exchange Feb., 1922)
Spindle hands and leading hands.....	1 9½	.388
Mounters, coachfitters and sawyers	1 7½	.352
Other skilled men.....	1 8½	.370
Vicemen.....	1 3½	.280
Hammermen and brushhands.....	1 2	.253

In other towns, under the same agreement, skilled men received:

(1 shilling at par=\$.243)

Location	Shillings and Pence	Dollars (Exchange Feb., 1922)
Liverpool.....	1 8½	.370
Manchester, Oldham, Sheffield.....	1 8	.361
Bedford, Reading.....	1 6	.325

Belgium

Average hourly wages in August, 1921 in Liège for certain woodworking trades were published in the *Monthly Labor Review*, as follows:²

(1 franc at par=\$.193)

	Francs	Dollars (1921 Exchange)
Cabinet makers.....	2.72	.206
Coopers.....	2.50	.190
Planers.....	2.55	.193
Carpenters.....	2.87	.218

¹*Labour Gazette*, December, 1921 to March, 1922.

²United States. Department of Labor. *Monthly Labor Review*, December, 1921, p. 90.

France

The following table shows the increase in hourly and in daily wage rates in the French woodworking trades from 1911 to 1921, for Paris and for provincial cities. In practically every case the proportional increase appears to be greater in the provinces than in Paris. The Paris rates, however, continue to be above the provincial in all cases except that of wheelwrights.¹

AVERAGE HOURLY AND DAILY WAGES IN WOODWORKING
TRADES IN 1921, WITH PERCENTAGE OF INCREASE,
1911-1921

(1 franc at par = \$.193)

Occupation	Locality	Hourly		Per- cent- age In- crease 1911- 1921	Daily		Percentage Increase 1911-1921
		Francs	Dollars (Ex- change 1921)		Francs	Dollars (Ex- change 1921)	
Wheelwrights....	Paris	....	....	...	.....	.....	..
	Other cities	2.28	.183	430	18.77	1.503	323
Woodturners	Paris	3.50	.280	367	28.00	2.242	273
	Other cities	2.46	.197	392	19.80	1.585	306
Coopers.....	Paris	3.75	.300	436	30.00	2.402	329
	Other cities	2.36	.189	436	19.47	1.559	335
Cabinet makers..	Paris	4.00	.320	344	32.00	2.562	255
	Other cities	2.46	.197	402	20.36	1.630	329

Italy

Furniture

National wage figures in the woodworking industry of Italy are not available. Collective agreements reported to the Minister of Labor are here quoted as representative of wage rates for certain crafts in important industrial districts.

By agreement effective from November 2, 1921 the hourly wage rates for two thousand furniture operatives in Lombardy were increased approximately 31% above the rates in the previous agreement. Adult workers over 18 years of age received an hourly cost of living bonus from .40 to .45 lira (exchange, Nov. 1921, \$.011 to \$.019); apprentices, 16 to 18 years, .26 lira (exchange, \$.011); boys .13 lira (exchange, .005). Hourly rates were as follows:²

¹*Bulletin de la Statistique Générale*, July, 1921, p. 341.

²*Bollettino del Lavoro*, December, 1921, Part 1, p. 688.

(1 lira at par = \$.193)

	Lire	Dollars (Exchange Nov., 1921)
Skilled workers and stage furnishers.....	2.17	.091
Experienced workers.....	1.95	.082
Helpers.....	1.62	.068
Apprentices (from 19 to 20 years).....	1.10	.046
Apprentices (from 18 to 19 years).....	.90	.038
Apprentices (from 16 to 18 years).....	.80	.034
Common labor.....	1.42 to 1.57	.060 to .066
Boys (1st year employment).....	0.38	.016
Boys (after 1st year and up to 16 years of age)...	0.53	.022

Carriages

According to the same official source, one thousand carriage workers in Milan in October, 1921 were receiving for an eight-hour day wages as given below. In addition to these wages, a cost of living bonus of 4.55 lire (exchange, October, 1921, \$.184) daily was paid.¹

(1 lira at par = \$.193)

	Lire	Dollars (Exchange Oct., 1921)
Men, all classes.....	31.45	1.272
Boys.....	7.45	.301
Women, all classes.....	18.45	.746

In Treviso, in Veneto, after reductions amounting to from 6% to 18% according to the class of worker, woodworkers received in July, 1921 the following hourly wage rates on an 8-hour day basis:²

(1 lira at par = \$.193)

	Lire	Dollars (Exchange July, 1921)
Joiners.....	2.20 to 2.55	.104 to .120
Apprentices over 16 years.....	1.25	.059
Laborers and porters.....	1.50 to 1.70	.071 to .080

¹*Bollettino del Lavoro*, December, 1921, Part I, p. 688.

²*Ibid.*, October, 1921, Part I, p. 368.

Sweden

According to collective agreements quoted in *Sociala Meddelanden*, hourly wage rates for specified trades and localities were as follows:¹

HOURLY WAGE RATES IN THE WOOD INDUSTRY, 1921-1922
(1 crown at par = \$.268)

	Crowns	Dollars (Current Exchange)
Lindesberg (Aug. 1, 1921-Aug. 1, 1922)		
Machine woodworkers	1.10	.233
Timberyard workers (20 years of age)	.90	.190
Timberyard workers (18 to 20 years)	.70	.148
Uddevalla (Oct. 4, 1921-March 14, 1922)		
Machine woodworkers	1.11	.256
Helpers and timberyard workers (20 yrs. of age) ..	1.02	.235
Helpers and timberyard workers (19 to 20 yrs.) ..	.85	.196
Helpers and timberyard workers (18 to 19 yrs.) ..	.72	.166
Tranemo (Oct. 3, 1921-Dec. 31, 1921)		
Skilled workers (20 years of age)	1.00	.231
Skilled workers (19 years of age)	.92	.212
Skilled workers (18 years of age)	.83	.191
Skilled workers (17 years of age)	.75	.173

Germany

A new general collective agreement regulating the conditions of work in the wood industry for the whole of Germany was concluded at Würzburg in July, 1921. Under its provisions the 48-hour week was adopted, general regulations for compensation for holidays, apprentices, and for piece-work were made, and representation of small firms in the Joint Council was made possible. Wage settlements, however, were left to local organizations on account of the differences in living conditions in various parts of Germany.²

Hourly wage rates in Berlin as fixed by local collective agreement effective March 1, 1922 for specified classes of workers, were as follows:³

¹*Sociala Meddelanden*, 1922, No. 3, pp. 187-188.

²International Labor Office, *Daily Intelligence*, August 23, 1921, p. 13-14.

³*Vorwärts*, Berlin, March 1, 1922. (Evening edition).

HOURLY WAGE RATES FOR WOODWORKERS, BERLIN, MARCH, 1922

(1 mark at par = \$.238)

	Marks	Dollars (Exchange Mar., 1922)
Male, skilled.....	16.25	.072
Male, helpers.....	13.90	.062
Female, skilled.....	10.70	.048
Female, helpers.....	8.85	.039

Hourly earnings for skilled male workers in the woodworking and furniture trades in 12 representative localities of Germany, in March, 1922, as furnished by the German Federation of Trade Unions, are given below:¹

HOURLY WAGES FOR WOODWORKERS IN SPECIFIED LOCALITIES, MARCH, 1922

(1 mark at par = \$.238)

	Cabinetmakers		Upholsterers		Coopers (male)		Wood Industry (female)	
	Marks	Dollars (Exch., Mar., 1921)	Marks	Dollars (Exch., Mar., 1921)	Marks	Dollars (Exch., Mar., 1922)	Marks	Dollars (Exch., Mar., 1922)
Berlin.....	16.25	.066	18.00	.073	17.20	.070	10.70	.044
Bremen.....	15.95	.065	13.45	.055	15.75	.064	11.15	.045
Breslau.....	13.45	.055	10.00	.041	11.75	.048	9.65	.039
Chemnitz.....	14.00	.057	13.60	.055	13.50	.055	9.15	.037
Dresden.....	14.00	.057	14.85	.061	14.00	.057	9.15	.037
Düsseldorf.....	19.15	.078	.....	.....	18.50	.075	.....	.....
Essen.....	18.05	.074	19.00	.077	720.00 ^a	2.93	11.20	.046
Frankfort-on- Main.....	15.25	.062	16.50	.067	728.00 ^a	2.97	10.60	.043
Hamburg.....	18.70	.076	16.45	.067	17.00	.069	11.00	.045
Hanover.....	13.45	.055	13.00	.053	15.75	.064	9.20	.037
Kiel.....	16.80	.068	13.00	.053	12.30	.050	9.90	.040
Leipzig.....	14.00	.057	13.00	.053	15.00	.061	9.15	.037

^a Per week.

¹Korrespondenzblatt des Allgemeinen Deutschen Gewerkschaftsbundes, May 20, 1922, pp. 22-28.

Collective agreements published in *Reichs-Arbeitsblatt* are interesting as giving comparative hourly occupational wage rates in the woodworking industry of Upper Silesia, effective from November 14, 1921 up to January 15, 1922. Rates by the agreement quoted below show increases over rates effective beginning February 11, 1921, ranging from 62% to 65% for skilled craftsmen over 21 years, and from 48% to 88% in the case of female workers.¹

HOURLY WAGE RATES FOR WOODWORKERS IN UPPER SILESIA IN
1921, AS ESTABLISHED BY COLLECTIVE AGREEMENTS

(1 mark at par = \$.238)

	Agreement effective Nov. 14, 1921 to Jan. 15, 1922	
	Marks	Dollars (Exchange Dec., 1921)
Skilled cutters, planers, etc., and all craftsmen over 21 years, according to locality.	4.50 to 6.70	.019 to .029
Second cutters, planers, firemen, etc.		
18 years and over.	4.20 to 5.90	.018 to .025
Under 18 years.	3.75 to 5.25	.016 to .023
Cutters in the timberyards		
18 years and over.	3.80 to 5.45	.016 to .023
16-18 years.	3.15 to 4.50	.014 to .019
Loaders		
18 years and over.	4.35 to 5.90	.019 to .025
Under 18 years.	3.75 to 5.25	.016 to .023
Casual workers		
18 years and over.	3.45 to 5.30	.015 to .023
16-18 years.	2.70 to 4.40	.012 to .019
14-16 years.	1.35 to 2.10	.006 to .009
Female workers		
18 years and over.	2.25 to 3.30	.010 to .014
16-18 years.	2.05 to 2.90	.009 to .012
14-16 years.	1.20 to 1.70	.005 to .007

¹*Reichs-Arbeitsblatt*, December 31, 1921, p. 1265.

Austria

Wage rates in Austria change with such rapidity that figures of a month ago are no longer illustrative of conditions today. The following tables, however, are suggestive of wage rates as existing on the date specified:¹

ACTUAL WEEKLY EARNINGS IN THE WOODWORKING INDUSTRY OF VIENNA, FEBRUARY, 1922

(1 crown at par = \$.205)

	Crowns	Dollars (Exchange Feb., 1922)
Skilled helpers.....	14,200	5.148
Cabinet makers.....	26,000	9.425

It was estimated by the labor paper furnishing the figures, that these wages had increased 20% by March 11, 1922.

Another quotation of weekly wage rates in Vienna by the *Wirtschaft und Statistik*² shows the fantastic change in rate and money values between January, 1914 and October, 1921:

(1 crown at par = \$.205)

Occupation	1914		1921	
	Crowns	Dollars (Par of Exchange)	Crowns	Dollars (Exchange Oct., 1921)
Carpenters.....	30	6.078	6528	4.243
Helpers (skilled)....	23	4.660	3840	2.496
Helpers (unskilled)...	..	.....	3600	2.340
Women.....	16	3.242	3024	1.966

¹*Oesterreichische Volkswirt*, March 11, 1922, p. 568.

²*Wirtschaft und Statistik*, March 1, 1922, p. 162.

XII

FOODSTUFFS MANUFACTURING

Great Britain

Between July, 1914 and December, 1920, the unweighted average weekly time rate of table hands in 27 towns had increased from 30 shillings, 3 pence (current exchange, \$7.690) to 83 shillings, 3 pence (current exchange, \$14.613), or 176%. At the end of February, 1922, table hands were receiving an average of 73 shillings, 3 pence (current exchange, \$16.175) per week, which represented a net increase of 142% over pre-war rates. The nominal workweek, meanwhile, which was 48 hours in 1914, was stated to range from 48 to 60 hours in February, 1922.¹ During March, 1922, decreases in the wage rates for table hands in the baking industry in various sections of England became effective. The rates in specified localities after the reductions were as follows:²

WEEKLY RATES OF ADULT MALE TABLE HANDS IN THE BAKING INDUSTRY, MARCH, 1922

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange March, 1922)
Barrow-in-Furness.....	72	15.885
Blackpool.....	70	15.444
Bolton.....	81	17.871
Warrington.....	75	16.547
Birmingham.....	61	13.458
Bristol.....	64 9	14.285
North Staffordshire.....	67 6	14.892
Leicester.....	67	14.782
Northampton.....	61 8	13.605
Nottingham.....	67	14.782
Eastbourne.....	60	13.237
Chatham and Rochester.....	60 6	13.348
Bath.....	64	14.285

¹*Labour Gazette*, March, 1922, p. 108.

²*Ibid.*, April, 1922, p. 183.

Beginning February 25, 1922, workers in London employed by the members of the Incorporated Society of Principal Wholesale and Retail Bakers, Ltd., and by cooperative societies were receiving weekly wages as follows:¹

MINIMUM WEEKLY RATES FOR ADULT MALE WORKERS IN
THE BAKING TRADES IN LONDON, 1922

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange Feb., 1922)
Forehands.	68, 72 and 76	15.015, 15.898 and 16.782
Singlehands.	64	14.132
Second hands and doughmakers	62, 66 and 68	13.690, 14.574 and 15.015
Ovenmen, machine minders and stokers.	63	13.911
Tablehands.	60	13.249

Weekly wage rates for employees of the London Master Bakers' Protection Society were in March, 1922 as given below.² Wages in all these associations are regulated in accordance with changes in the cost of living as indicated by the Ministry of Labour.

(1 shilling at par = \$.243)

	Shillings and Pence	Dollars (Exchange Mar., 1922)
Forehands.	70/6, 74/6 and 78/6	15.664, 16.553 and 17.442
Singlehands.	66/6	14.775
Second hands and doughmakers.	64/6, 68/6 and 70/6	14.331, 15.220 and 15.664
Ovenmen, machine minders and stokers.	65/6	14.553
Tablehands.	62/6	13.887

The following tabulation shows wage rates in the flour milling industry after a reduction in March, 1922, when the sliding scale system was adopted, whereby wages are adjusted in accordance with the Ministry of Labour index number of retail prices:³

¹*Labour Gazette*, March, 1922, p. 141.

²*Ibid.*, April, 1922, p. 183.

³*Ibid.*, October, 1921, p. 555; April, 1922, p. 183.

MINIMUM WEEKLY RATES IN FLOUR MILLING, MARCH, 1922

(1 shilling at par = \$.243)

	First Rollermen		Cleaners, General Laborers	
	Shillings and Pence	Dollars (Exchange Mar.1922)	Shillings and Pence	Dollars (Exchange Mar.1922)
Grade I Mills				
Class A Districts.....	77	16.988	61	13.458
Class A A ".....	74 6	16.437	58 6	12.907
Class B ".....	72	15.885	56	12.355
Class B B ".....	67 6	14.892	51 6	11.362
Class C ".....	64	14.120	48	10.590
Grade II Mills				
Class A Districts.....	75	16.547	61	13.458
Class A A ".....	72 6	15.995	58 6	12.907
Class B ".....	70	15.444	56	12.355
Class B B ".....	65 6	14.451	51 6	11.362
Class C ".....	62	13.679	48	10.590
Grade III				
Class B B ".....	63 6	14.010	51 6	12.355
Class C ".....	60	13.237	48	10.590

According to information furnished by the Flour Milling Employers' Association,¹ specified labor groups in Great Britain received hourly earnings as given in the tabulation below. The normal week for day workers was 47 hours, for shift workers, 44 hours.

HOURLY EARNINGS IN FLOUR MILLING, OCTOBER 1, 1921

(1 shilling at par = \$.243)

	Large Towns		Small Towns	
	Shillings and Pence	Dollars (Exchange Oct.,1921)	Shillings and Pence	Dollars (Exchange Oct.,1921)
Men				
Rollers (highly skilled) day men..	1 9.3	.331	1 5	.264
Rollers (highly skilled) shift workers.....	1 10.7	.353	1 6.1	.281
Unskilled laborers, day men.....	1 5.2	.267	1 1.6	.211
Unskilled laborers, shift workers	1 6.4	.286	1 2.8	.230
Women				
Sack menders (chiefly).....	10.4	.162	8.4	.131

¹By letter

France

According to official French figures, pastry makers in Calais were receiving an average daily wage of 16 francs in 1921, which represented an increase of 300% over wages in 1911 when the last pre-war study was made. Wages of candy makers at Tinchebray had increased 331% and those of vermicelli makers at Valence 300% during the same period.¹

AVERAGE DAILY WAGES IN BAKING AND CONFECTIONERY IN 1921

(1 franc at par = \$.193)

	Locality	Francs	Dollars (Exchange 1921)
Pastry makers.....	Calais	16.00	1.281
Candy makers.....	Tinchebray	14.00	1.121
Vermicelli makers.....	Valence	14.00	1.121

Belgium

A United States consular report of September, 1921 quoted the following data from a report of the Liège Employment Office. The figures represent wages paid during the month of August, 1921 to workmen placed in employment by the employment exchange.²

AVERAGE HOURLY WAGES OF BAKERS AND CONFECTIONERS AT LIÈGE, AUGUST, 1921

(1 franc at par = \$.193)

	Francs	Dollars (Exchange Aug., 1921)
Bakers.....	2.75	.209
Confectioners.....	2.50	.190
Gingerbread makers.....	2.00	.152

According to official data hourly wages in the baking and confectionery trades in Brussels in November, 1921, were as follows:³

¹*Bulletin de la Statistique Générale*, July, 1921, p. 343.

²United States. Department of Labor. *Monthly Labor Review*, December, 1922, p. 90.

³Bourse Officielle du Travail. Cited in: *Monthly Labor Review*, March, 1922, p. 86.

AVERAGE HOURLY RATES IN THE BAKING AND CONFECTIONERY
TRADES IN BRUSSELS, NOVEMBER, 1921

(1 franc at par = \$.193)

	Francs	Dollars (Exchange Nov., 1921)
Pastry cooks.....	1.75-2.00	.123-.141
Bakers.....	2.25	.158
Chocolate makers.....	1.85-2.00	.130-.141
Gingerbread makers.....	2.00-2.50	.141-.176
Confectioners.....	1.75-2.25	.123-.158

Sweden

Slaughtering and Meat Packing

The following table shows the weekly rates in the slaughtering industry as established by collective agreements in various cities of Sweden, effective in Göteborg and Karlstad from October, 1, 1921 to October 1, 1922; in Norrköping from November 1, 1921 to November 1, 1922. The rates by the new agreements represent a reduction of 10% from rates by previous settlement.¹

WEEKLY WAGES IN THE SLAUGHTERING INDUSTRY
IN SWEDEN

(1 crown at par = \$.268)

	Crowns	Dollars (Exchange April, 1922)
<i>Göteborg</i> (Oct. 1, 1921-Oct. 1, 1922)		
Men, 4 years in the trade.....	90.00	23.508
Women, 2 years in the trade.....	63.00	16.456
<i>Norrköping</i> (Nov. 1, 1921-Nov. 1, 1922)		
Men, 4 years in the trade.....	85.50	22.333
Foremen.....	94.50	24.683
Chauffeurs.....	81.00	21.157
Drivers.....	76.50	19.982
Women.....	65.50	17.109
<i>Karlstad</i> (Oct. 1, 1921-Oct. 1, 1922)		
Workers in responsible positions.....	64.00	16.717
Men, 4 years in the trade.....	56.00	14.627

¹*Sociala Meddelanden*, 1922, No. 3, p. 188.

Sugar

During the validity of the March to June, 1921 agreement, wages in the sugar industry in South Sweden were at their highest, or from 237% to 289% above pre-war rates, varying according to the sex and skill of the worker. Later agreements reduced wages to a point from 226% to 278% above the 1914 level. By collective agreement effective from June, 1921 to March, 1922 male workers received 1.40 crowns (current exchange, \$.316) and women .88 crowns per hour (current exchange, \$.199).¹

Chocolate and Confectionery

By national agreement effective from February 6, 1922 to the end of the year, hourly rates for men and women over 18 years of age, or after 5 years' experience, were fixed as given below. Rates vary according to locality from Kalmar, at the bottom of the scale, to Stockholm, where the highest wages were paid.²

HOURLY WAGE RATES IN CHOCOLATE AND CONFECTIONERY MANUFACTURING, IN SWEDEN, 1922

(1 crown at par = \$.268)

	Crowns	Dollars (Exchange (1st Quarter, 1922))
<i>Men</i>		
February-April	1.04 to 1.26	.269 to .326
May-July	.99 to 1.16	.256 to .300
August-September	.90 to 1.05	.233 to .271
<i>Women</i>		
February-April	.66 to .79	.171 to .204
May-July	.63 to .73	.163 to .189
August-September	.57 to .66	.147 to .171

¹*Ekonomisk översikt*, February, 1922, p. 88.

²*Sociala Meddelanden*, 1922, No. 5, p. 387.

Italy

Daily wage rates for millers and paste makers near Naples in Campania quoted in the following table were reported in the official bulletin of the Italian Ministry of Labor.¹

DAILY WAGES OF MILLERS AND PASTE MAKERS IN CAMPANIA, OCTOBER, 1921

(1 lira at par = \$.193)

	Lire	Dollars (Exchange Oct., 1921)
<i>Milling</i>		
Sifters, grinders, rollers, etc.	20.20-21.70	.817- .878
Joiners and mechanics.	21.95	.888
Helpers.	11.70	.473
Foremen.	24.95	1.009
<i>Pastemaking (long)</i>		
Kneaders, etc.	24.40-25.35	.987-1.026
Technicians (chief).	29.25	1.183
<i>Pastemaking (short)</i>		
Kneaders, cutters, etc.	19.50-27.30	.789-1.105
Boys.	7.80	.316

Germany

The following minimum weekly rates for bakers and confectioners in Kolberg were established by a collective agreement to be effective from March to September, 1922:²

MINIMUM WEEKLY RATES FOR BAKERS AND CONFECTIONERS IN KOLBERG, 1922

(1 mark at par = \$.238)

	Marks	Dollars (Exchange March, 1922)
Journeymen of 3 years experience.	260	1.060
Journeymen of 4-5 years experience.	240-280	.978-1.141
Experienced foremen.	260-300	1.060-1.223

Weekly earnings of bakers in twelve of the larger cities of Germany in March, 1921 were as follows:³

¹*Bolletina del Lavoro*, October, 1921, Part I, p. 368.

²*Reichs-Arbeitsblatt*, February 28, 1922, p. 128.

³*Korrespondenzblatt des Allgemeinen Deutschen Gewerkschaftsbundes*, May 20, 1922, pp. 2-28.

WEEKLY EARNINGS OF BAKERS IN GERMANY, MARCH, 1922

(1 mark at par = \$.238)

	Marks	Dollars (Exchange March, 1922)
Berlin	650	2.649
Bremen	650	2.649
Breslau	588	2.396
Chemnitz	625	2.547
Dresden	580	2.364
Düsseldorf	750	3.056
Essen	740	3.016
Frankfort-on-the-Main	660	2.690
Hamburg	840	3.423
Hanover	600	2.445
Kiel	645	2.628
Leipzig	670	2.730

Austria

Data furnished by the Chamber of Labor in Vienna show weekly earnings for workers in certain occupations in the food trades in December, 1921, as follows:¹

AVERAGE ACTUAL WEEKLY EARNINGS IN FOOD TRADES IN VIENNA, DECEMBER, 1921

(1 crown at par = \$.205)

	Crowns	Dollars (Exchange Dec., 1921)
Flour mill workers	12,000	5.100
Bakers	11,000	4.675
Confectioners	9,722	4.132

¹International Labor Office. *Industrial and Labour Information*, March 3, 1922, p. 39.

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